



EQUALITY, DIVERSITY AND INCLUSION POLICY

The aim of this policy is to ensure that Newcastle Staffs Volleyball Club is a place where everyone is treated fairly and with respect, and that our club is equally accessible to all.

SCOPE

This policy applies to all members of Newcastle Staffs Volleyball Club, parents, volunteers and visitors.

INTRODUCTION

Newcastle Staffs Volleyball Club is responsible for setting standards and values to apply throughout the club at every level. Volleyball belongs to and should be enjoyed by anyone who wants to participate in it.

Newcastle Staffs Volleyball Club has a responsibility to support a club culture which is free from any discriminatory behaviours, promoting an inclusive, supportive and caring environment for all. In all its activities the club will not discriminate or in any way, treat anyone less favourably on grounds of age, gender, gender reassignment, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability. The club will ensure it treats people fairly and with respect and that it will provide access and opportunities for all members of the community to take part in and enjoy its activities.

Newcastle Staffs Volleyball Club will not tolerate harassment, bullying, abuse or victimisation of an individual, which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal.

EDUCATION AND TRAINING

Newcastle Staffs Volleyball Club is committed to taking positive action where inequalities exist and to the development of a programme of ongoing training and awareness raising events and activities, in order to promote the eradication of discrimination and promote equality in volleyball.



ROLES AND RESPONSIBILITIES

Newcastle Staffs Volleyball Club is committed to a policy of equal treatment of all. Members have a responsibility for their own behaviours and to abide by the club's codes of conduct, this policy and the requirements of the Equality Act 2010.

Newcastle Staffs Volleyball Club commits itself to the immediate investigation of any claims when brought to its attention, of discrimination on the above grounds. It is in the interests of all parties that allegations wherever possible are resolved informally, in order to preserve a healthy club culture with positive player/member relationships. The Club does however reserve the right to investigate any discriminatory behaviours; and where such is found to be the case, a requirement will be made that the practice stops and sanctions will be imposed as appropriate.

OUR COMMITMENT

Newcastle Staffs Volleyball Club will confront and eliminate discrimination whether by reason of age, gender, gender reassignment, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities.

This policy is fully supported by the Newcastle Staffs Volleyball Club Trustees, who are responsible for its implementation.

GRIEVANCE AND DISCIPLINARY PROCEDURES

Newcastle staffs Volleyball Club will safeguard individual rights under the scope of this policy, with commitment to support and protect its members to feel safe and able to raise any negative experiences or grievances without fear of detriment.

The club will investigate any grievances through its Complaints and Disciplinary policy procedures, with actions or discipline upheld as deemed appropriate.

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Author: Marie Barley