



North Petherton Gym Ltd

Equality & Diversity Policy

Purpose

The purpose of this policy is to set out and communicate the commitment and acceptable practice in relation to equality and diversity within North Petherton Gym Ltd and to describe the actions to be taken to ensure our legal obligations are met, achieve best practice and to monitor and promote values as an employer and an organisation that promotes sport within the community.

Scope

This policy applies to all Directors, members, employees, suppliers, contractors, coaches, match officials, referees, spectators and visiting members of the public who use the facilities of North Petherton Gym Ltd.

Rational

Promoting and valuing diversity is central to the long-term impact and success of North Petherton Gym Ltd. This policy is necessary to comply with legislation and regulatory frameworks relating to equality. Specific current legislation and regulations includes:

- Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 (SI 2011/1064)
- Equality Act 2010 (Specific Duties) Regulations 2011
- Special Educational Needs and Disability Act 2001
- Protection from Harassment Act 1997
- Employment Rights Act 1996
- Employment Relations Act 1999
- Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000 (SI 2000/1551)

The gym aims to ensure that all people, irrespective of their age, disability, gender, race, religion and sexual orientation, have a genuine and equal opportunity to participate in exercise and its associated activities.

Direct discrimination occurs when a person is treated less favourably than another because of a protected characteristic. Indirect discrimination includes practices which look fair but are unfairly discriminatory in their effect.

Objectives

The gym is committed to building a club which is valued and whose diversity is truly representative of all sections of society.

The gym is committed to enabling all its members to achieve their full potential in an environment characterised by dignity and mutual respect.

The Gym is committed to ensure that an individual's diversity is viewed positively and, in recognising that everyone is different, valuing equally the unique contribution that individual experience, knowledge and skills can make to progressing the club.

The Gym fully supports the principle of equal opportunities and opposes all forms of unlawful or unfair discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The Gym aims to ensure that all materials prepared, produced and distributed by or on behalf of North Petherton Gym Ltd promotes a clear image of the profile of all those who is a part of the gym.

The Gym aims in its relationships with members, contractors, job applicants and all personnel that provide services to the club, not to disadvantage any individual by imposing any conditions or requirements upon them, which cannot be justified.

Implementation

The gym will seek to promote equality and diversity through:

- The monitoring of practices, procedures and data relating to the operations of competitions, schemes, initiatives and development materials.
- A regular review of existing rules and regulations to ensure that they do not inhibit the participation of people from groups which may suffer discrimination.
- Increasing collaboration with partner organisations to ensure equality, fair and consistent treatment of all members.
- The provision of appropriate training for all employees, members of the Executive Committee and other key volunteers to raise awareness of both collective and individual responsibilities, to support their progress within the club, and where appropriate, provide specialist facilities, equipment and individual training.

Monitoring

The Directors will be responsible for monitoring this policy, and for providing information to members about the policy and its implementation and impact upon request. The overall monitoring of any complaints or breaches of this policy will be discussed within the Directors.

Exemptions

North Petherton Gym Lyd reserves the right to limit competitions to persons of specific age, gender or disability groups where this is necessary to ensure equitable, safe and equal competition.

Responsibility

North Petherton Gym Ltd expects all those acting on behalf of the organisation to adhere to this policy. **Failure to comply may result in disciplinary action being taken by the Directors.**

In pursuance of this policy North Petherton Gym Ltd reserves the right to discipline any of its members or employees who practice any form of discrimination of a particular protected characteristic.

Review

This policy will be reviewed every two years

Sharon Sweet Jun 26