



## Equality & Diversity Policy

### 1. Promise

The London Knights is an inclusive dodgeball club that welcomes all. No matter what flag you wave the London Knights will ensure that you are treated fairly and with respect, and that no members or non-members are denied access for any discriminatory reason.

The following actions will be taken to enable the London Knights to keep this promise:

- Zero tolerance will be observed for any form of discrimination on the grounds of age, disability, gender, gender reassignment, marriage or civil partnership, pregnancy and maternity, nationality, ethnicity, race, religion, sex, sexual orientation, or disability.
- Zero tolerance of bullying, harassment, abuse, or victimisation of any individual, whether physical or verbal.
- Executives and Coaches will set the standards and values by taking understanding and compassionate actions to people of different backgrounds, and will challenge those who do not meet the standard.
- Immediately investigate any complaints of discrimination on the above grounds, and impose sanctions if the complaint is upheld in line with the Disciplinary & Complaints Policy.
- Take positive action where inequality exists and develop programme of on-going training and awareness aimed at promoting inclusion and eradicating discrimination.
- Ensure that all members of the club, community, and visiting teams are treated fairly and with respect.
- Promote within the community for individuals to take part and enjoy events run by the London Knights.
- Require that all member adhere to these policies and the requirements outlined in the Equality Act 2010 as well as any amends or new legislation.

### 2. Terminology & Descriptions

- Disability under the Equality act 2010:
  - a. a physical or mental impairment that has a substantial and long-term adverse effect on the ability to carry out normal day-to-day activities. 'Substantial' means more than minor or trivial. 'Impairment' covers, for example, long-term medical conditions such as asthma and diabetes, and fluctuating or progressive conditions such as rheumatoid arthritis or motor neurone disease. A mental impairment includes mental health conditions (such as bipolar disorder or depression), learning difficulties (such as dyslexia) and learning disabilities (such as autism and Down's syndrome). Some people, including those with cancer, multiple sclerosis and HIV/AIDS, are automatically protected as disabled people by the Act. People with severe disfigurement will be protected as disabled without needing to show that it has a substantial adverse effect on day-to-day activities.
- Direct Discrimination



- a.** When a person is treated less favourably than another person because of a protected characteristic. Direct discrimination also includes discrimination because a person is wrongly thought to have a particular protected characteristic or is treated as if they do.
- Indirect Discrimination
  - a.** Where the effect of certain requirements, provision or practices imposed by an organisation has an adverse impact disproportionately on one group or other. Indirect discrimination generally occurs when a rule or condition, which is applied equally to everyone, can be met by a considerably smaller proportion of people from a particular group; the rule is to their advantage and it cannot be justified on other grounds.
- Discrimination arising from disability
  - a.** When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified. Treatment can be justified if it can be shown that it is intended to meet a legitimate objective in a fair, balanced and reasonable way. If this can be shown then the treatment will be lawful. This form of discrimination can occur only if the service provider knows or can reasonably be expected to know that the disabled person is disabled.
- Positive Discrimination
  - a.** An illegal under UK anti-discrimination law and shouldn't be confused with Positive Action. Positive discrimination generally means being favourable towards an individual or group for whatever reason outlined." Positive action is legal and describes measures targeted at a particular group that are under represented in a particular programme or aspect of a sport. These measures are intended to redress past discrimination or to offset the disadvantages arising from existing attitudes, behaviours and structures. Lawful positive action measures can include:
    - i.** Targeting job training at people of particular racial groups, or either gender, which have been under-represented in certain occupations or grades during the previous 12 months, or encouraging them to apply for such work.
    - ii.** Providing facilities to meet any specific educational, training or welfare needs identified for a specific racial group.
    - iii.** Special action being taken is the employment of a female coach to lead a session aimed at women, to specifically encourage uptake and participation by female players.
- Harassment
  - a.** Inappropriate actions, behaviour, comments or physical contact, which may cause offence i.e. mental or physical anxiety or hurt to an individual.
    - i.** It may be related to gender, gender reassignment, race, disability, sexuality, age, religion, nationality or any personal characteristic.
    - ii.** Under the terms of the Criminal Justice Act 1994, harassment was made a criminal offence, punishable by a fine of up to £5,000 and/or a prison sentence of up to six months.
- Victimisation



- a. When a service provider treats someone badly because they have made or supported a complaint about discrimination or harassment, or because the service provider thinks that they are doing or may do these things. It will also be victimisation if a service provider treats someone badly because they support someone else who makes a discrimination claim. A person is not protected from victimisation if they have maliciously made or supported an untrue complaint.
- Prejudice
  - a. Pre-judging someone. It is usually led by negative, irrational feelings, resulting from preconceived attitudes and opinions.
- Stereotyping
  - a. Grouping or labelling people because they are members of a particular 'visible' group, and assuming that they have particular traits that are considered to be characteristics of that group.
- Dignity
  - a. Being respectful, responsible, fair and humane behaviour, something that is reflected in the constitution
- Disadvantage
  - a. Where, as a result of discrimination, an individual or group is deprived of some or all resources and opportunities. This may affect people directly or indirectly
- Social Exclusion
  - a. When people or areas suffer from one or a combination of linked problems such as unemployment, poor skills, low income, high crime environments or lack of facilities.

### 3. Reporting Discrimination

- In the event that someone has suffered or is suspected of suffering discrimination, harassment, or our Code of Conduct has been broken it should be raised with our executive team and an Incident Report Form should be completed.

SIGNED: 

NAME: Luke Quinn

POSITION: Welfare Officer

DATE: 27/07/2022