

# Anti- Discrimination and Equalities Policy

**Adopted: 27 July 2009**

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Reviewed + signed off by: Matin Miah

Sports, recreational and leisure activities belong to, and should be enjoyed by, everyone equally. Our commitment, in keeping with the 2010 Equality Act, is to eliminate discrimination whether by reason of gender, sexual orientation, race, nationality, ethnic origin, faith or cultural belief, marital status or disability, and to encourage equal opportunities.

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## **Anti-Discrimination Policy**

SKT is responsible for setting standards and values which apply to everyone involved with our activities. Equality of opportunity at SKT means that in all our activities we will not discriminate or in any way treat anyone less favourably, on grounds of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability and we will make this known to everyone joining our services.

SKT will not tolerate discriminatory behaviour, whether physical or verbal and will work to ensure that such behaviour is met with appropriate action in whatever context it occurs. This practice and policy will be reflected in:

- The advertisement and selection of staff and / or volunteers;
- Training and courses offered;
- External coaching and education activities and awards;
- Football development activities;
- Selection for teams;
- Appointments to honorary positions.

SKT is committed to the development of the programme of ongoing training and awareness raising events and activities in order to promote the eradication of discrimination within its own organisation and in the wider context of sports, recreational, educational and leisure activities as a whole.

## SKT Equalities

SKT is committed to a policy of equal treatment of all members and requires all members of whatever level or authority, to abide and adhere to this general principle and the requirements of the Codes of Practice issued by the Equal Opportunities Commission and Commission for Racial Equality. All members are expected to abide by the requirements of the Race Relations Act 1976, Sex Discrimination Act 1986 and Disability Discrimination Act 1995. Specifically, discrimination is prohibited in:

- Treating any individual on grounds of gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientated or disability less favourably than others.
- Expecting an individual solely on the grounds stated above to comply with requirement(s) for any reason whatsoever related to their membership, which are different to the requirements for others.
- Imposing on an individual requirements which are in effect more onerous on that individual than they are on others. For example, this would include applying a condition (which is not warranted by the requirements of the position) which makes it more difficult for members of a particular race or sex to comply than others not of that race or sex.
- Victimisation of an individual.
- Harassment of an individual (which for the purposes of this policy and the actions and sanction applicable thereto is regarded as discrimination).
- Any other act or omission of an act, which has as its effect the disadvantaging of a member against another, or others, purely on the above grounds. Thus, in all SKT's recruitment, selection, promotion and training processes, as well as disciplinary matters etc. – in other words all instances where those in control of members are required to make judgements between them – it is essential that merit, experience, skills and temperament are considered as objectively as possible.

SKT commits itself to the immediate investigation of any claims of discrimination on the above grounds and where such is found to be the case, a requirement that the practice cease forthwith, restitution of damage or loss (if necessary) and to the investigation of any member accused of discrimination.

Any member found guilty of discrimination will be instructed to desist forthwith. Since discrimination in its many forms is against the SKT's policy, any members offending will be dealt with under the disciplinary procedure.



SKT commits itself to the disabled person whenever possible and will treat such members, in aspects of their recruitment and membership, in exactly the same manner as other members, the difficulties of their disablement permitting assistance will be given, wherever possible to ensure that disabled members are helped in gaining access. Appropriate training will be made to such members who request it.

