



## EQUITY POLICY STATEMENT

- This Club is committed to ensuring that equity is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following Sport Northern Ireland definition of sports equity:

**“Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.”**

- The Club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.
- The Club is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.
- All club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.
- The Club will deal with any incidence of discriminatory behaviour seriously, according to Club disciplinary procedures.



## **EQUITY POLICY**

The aim of this policy is to communicate the commitment of Newcastle Tennis Club to the promotion of equality of opportunity within our club.

It is our policy to provide equality of opportunity to all, irrespective of:

- Gender, including gender reassignment
- Marital or civil partnership status
- Having or not having dependants
- Religious belief or political opinion
- Race (including colour, nationality, ethnic or national origins, being an Irish Traveller)
- Disability
- Sexual orientation
- Age

We are opposed to all forms of unlawful and unfair discrimination. All club members, office bearers, and volunteers will be treated fairly and will not be discriminated against on any of the above grounds.

Our policy applies to all club members, office bearers and volunteers to help all those in our club to develop their full potential, provide an enjoyable sporting environment for all, and fully utilise the talents and resources of available within our club.

### **Equality Commitments**

We are committed to:

- Promoting equality of opportunity for all persons
- Promoting an enjoyable sporting environment in which all persons are treated with respect
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation

- Fulfilling all our legal obligations under the equality legislation and associated codes of practice
- Taking lawful affirmative or positive action, where appropriate
- Regarding all breaches of equity policy as misconduct which will be dealt with through the club's normal procedures.

This policy will be made available to all club members

The effectiveness of the policy will be reviewed regularly and action taken as necessary.

## **Implementation**

The Club Committee have specific responsibility for the effective implementation of this policy. We expect all our club members and volunteers to abide by the policy and help create the equal opportunities environment which is its objective.

In order to implement this policy, we shall:

- Communicate the policy widely
- Provide equality training and guidance
- Ensure that those who may be involved in assessing candidates for recruitment or promotion have received appropriate training
- Obtain commitments from other persons or organisations such as subcontractors or agencies that they too will comply with the policy in their dealings with our club, its members, volunteers and staff.
- Ensure that adequate resources are made available to fulfil the objectives of the policy.

## **Monitoring and Review**

The effectiveness of our equal opportunities policy will be reviewed regularly and action taken as necessary. Where monitoring suggests there is an issue in relation to this policy then we will develop an action plan to address the issue in question.

## **Complaints**

Members who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed club Disciplinary Procedure. All complaints of discrimination will be dealt with seriously, promptly and confidentially.

Every effort will be made to ensure that those who make complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. Victimisation will result in disciplinary action and may warrant dismissal.

## **Appendices**

Further information, for example, other policies, grievance procedures, information about relevant law, etc, or contact details may be added in appendices at the Club's discretion.

## **Further information**

The Equality Commission can provide advice and guidance on promoting equality of opportunity further information on a range of equality issues. Our information and advice to employers, service providers and individuals is free and confidential.

We also provide training for employers and service providers.

Enquiry Line: 028 90 890 890 (for all information & advice enquiries)  
Equality Commission for Northern Ireland

Equality House

7-9 Shaftesbury Square

Belfast BT2 7DP

Tel: 028 90 500 600 (Reception/Switchboard) Textphone: 028 90 500 589

Fax: 028 90 248 687

Email: [information@equalityni.org](mailto:information@equalityni.org)

Website: [www.equalityni.org](http://www.equalityni.org)