

The Brunswick Club for Young People Equal Opportunities Policy

Purpose

The aim of this policy is to communicate the commitment of The Brunswick Club for Young People to the promotion of equality of opportunity.

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 dependents
- 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 stakeholders of the organisation will be treated fairly and will not be discriminated against on any of the above grounds. Decisions on membership, selection for employment, training or any other benefit will be made objectively, without unlawful discrimination, and based solely on aptitude and ability.

(For the purposes of this policy, the term stakeholders applies to all persons with an interest and involvement in the Club, including but not limited to paid staff, volunteers, young people, children, parents, job applicants and committee members.)

Policy Statement

We recognise that the provision of equal opportunities in all our activities will benefit the Club. Our equal opportunities policy will help stakeholders to develop their full potential and the talents and resources of the stakeholders will be utilised fully to maximise the effectiveness of the Club.

The Brunswick Club recognises that there is a statutory duty under the Equality Act 2010, to implement an equal opportunities policy. This policy applies to applicants for employment, volunteers and members of the Club alike.

The Brunswick Club is committed to the principles and practice of the Equality Act 2010. The Brunswick Club values the diversity of the local population. We want our services, facilities and resources to be accessible and useful to everyone regardless of gender, age, ethnic origin, religious belief, disability, marital status, sexual orientation or any other individual characteristic which may unfairly affect a person's opportunities in life.

We are committed to:

- promoting equality of opportunity for all persons
- promoting a good and harmonious learning environment in which all stakeholders are treated with respect and dignity and in which no form of intimidation or harassment is tolerated
- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- fulfilling all our legal obligations under the Equality Act 2010 and associated codes of practice
- complying with our own equal opportunities policy and associated policies
- taking lawful affirmative or positive action, where appropriate
- breaches of our equal opportunities policy will be regarded as misconduct and could lead to termination of membership

Procedure

The Management Committee and Club Manager have specific responsibility for the effective implementation of this policy. We expect all stakeholders to abide by the policy and help to create the equality environment which is its objective.

In order to implement this policy we shall:

- Communicate the policy to stakeholders by issuing an induction pamphlet and/or training to all existing, and new members
- The Brunswick Club will endeavour through appropriate training to ensure that it will not consciously, or unconsciously discriminate in the selection or recruitment of applicants
- Incorporate specific and appropriate duties in respect of implementing the equal opportunities policy into roles and responsibilities of paid staff and employees
- Incorporate equal opportunities notices into general communications practices (e.g. announcements, annual report at annual general meeting, notices and newsletters). This policy will be read out to all members at each annual general meeting
- Ensure that adequate resources are made available to fulfil the objectives of the policy

Monitoring and review

We will establish appropriate information and monitoring systems to assist the effective implementation of our equal opportunities policy. The effectiveness of the equal opportunities policy will be reviewed regularly (at least annually) and action taken as necessary.

Complaints

Anyone who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the Complaints procedure, a copy of which is available from the Club office. All complaints of discrimination will be dealt with seriously, promptly and confidentially.

Every effort will be made to ensure that anyone who makes a complaint 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.

Consultation and Commitment to Review

The Brunswick Club is committed to the review and updating of its policies and procedures through consulting with its employees, volunteers and children and young people. Employees and volunteers will be consulted on changes to policies through staff meetings and children and young people through youth meetings.

The employees' and volunteers' representative is Danny Volino.

This policy was reviewed by the Management Committee on 18th July 2016.

This policy will be reviewed by the Management Committee in July 2017.

Appendix A

Types of Discrimination

1. Direct discrimination

Direct Discrimination takes place when a person is treated less favourably than others (in the same circumstances) on the grounds of race, colour, national or ethnic origin, gender, marital status, sexuality, disability, class, age or religious belief.

2. Indirect discrimination

Indirect discrimination means applying a condition or requirement which adversely affects one particular group considerably more than another, and cannot be strictly justified, in terms of, say, the requirements for performing a job.

3. Racial discrimination

Racial discrimination is discrimination on the grounds of colour, race, nationality, ethnic or national origins that is directed at any person regardless of whether they have connections with The Brunswick Club or are outside parties.

4. Sex discrimination

Sex discrimination is discrimination on the grounds of a person's sex or marital status. The Brunswick Club is committed to countering discrimination against women in all its forms including the recognition that employment practice must be geared to the demands of childcare.

5. Discrimination on the grounds of sexuality

A person is discriminated against on the grounds of not being heterosexual, but either lesbian, gay, bisexual or transgender. The Brunswick Club believes that it is important for the personal development of children and young people that they are aware of different sexualities and the possible choices available to them.

6. Discrimination on the grounds of disability

This policy covers all people with disabilities who on account of injury, illness, congenital deformity or learning difficulty may be disadvantaged in obtaining or keeping employment, or in undertaking work of a kind which apart from that injury or illness or deformity would be suited to their experience and qualifications.

The Brunswick Club will make all reasonable endeavours to provide facilities for people with disabilities and to provide equal opportunities with regard to training and career development.

7. Harassment

Harassment is defined as unreciprocated and unwelcome comments, looks, actions, suggestions or physical contact that are found objectionable and offensive and that might threaten an employee's job security or create an intimidating work environment. This also applies to anyone visiting the Club to join in activities of whatever type.

As an employer, The Brunswick Club will not condone any harassment of any employee, volunteer, user or management committee member whether these acts are committed by members of the public or by anyone associated with the Club. Nor will The Brunswick Club condone any acts of harassment by employees or others against members of the public.