

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.)

Types of Discrimination

Discrimination can occur in the following forms:

Direct discrimination – where someone is treated less favourably than another because they have a protected characteristic

Indirect discrimination – when a requirement or a condition is applied which has a detrimental effect on a particular group or individual. This applies even if there was not a deliberate intention to discriminate.

Associative discrimination – direct discrimination against someone because they associate with another person who has a protected characteristic.

Perceptive discrimination – direct discrimination against someone because others think they have a protected characteristic even if they do not possess that characteristic.

Harassment – unwanted conduct related to a protected characteristic which violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for them. This applies even if the conduct is not directed at the individual or if they do not have the protected characteristic.

Third party harassment – potential liability for the harassment of staff by others such as clients or customers.

Victimisation – when someone is treated badly because they have made or supported a complaint under the Equalities Act or it is thought that they have done so.

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 17th June 2019.

This policy will be reviewed by the Management Committee in June 2020.