

Cumbernauld Swimming Club

Club Equality Policy

Statement of Commitment

The Club is committed to the principles and practice of Equality and Equal Opportunity across all of its aquatic disciplines and is responsible for ensuring that no job applicant, employee or member receives less favourable treatment on the grounds of a Protected Characteristic.

Purpose of the Policy

Cumbernauld swimming Club has adopted this policy to prevent/tackle any potential or current discrimination or unfair treatment, whether intentional or unintentional, direct or indirect, against members or employees of the club.

Disabilities

A person is defined for the purposes of the Equality Act 2010 as being disabled if they have a physical or mental impairment that has a substantial and long term adverse effect on their ability to carry out normal day to day activities. This would be if the physical impairment affects one or more of the following: mobility, manual dexterity, co-ordination, continence, ability to lift, carry or move everyday objects, speech, hearing, eyesight (not corrected by glasses), memory, ability to concentrate, learn or understand or perception of risk or physical danger.

A disability will be deemed to have a long-term effect if it has or is likely to have a substantial effect for a period of at least 12 months or the rest of the affected person's life. This would include someone suffering from a severe disfigurement.

Discrimination arising from a disability

If a member or employee becomes disabled, they are encouraged to tell the Club about their condition so that the Club can support them as appropriate. The Equality Act 2010 allows for members and employees to be protected where an individual is treated unfavourably because of something connected to their disability. The Club will always have regard to the particular requirements which those suffering from disability may have and, in particular, to the need on occasion to make appropriate adjustments to eradicate any discriminatory effect.

Discrimination, Harassment and Victimisation

The Club is committed to everyone having the right to enjoy their sport in an environment free from threat of Discrimination, Harassment, Victimisation, intimidation and abuse.

When decisions are made about an individual, the only personal characteristics taken into account will be those which, as well as being consistent with the relevant legislation, are necessary to the proper performance of the work, task or issue involved.

All Club members have a responsibility to respect, act in accordance with and thereby support and promote the spirit and intentions of this Policy.

The Club will deal with any incidence of discriminatory behaviour seriously, and regards Discrimination, Harassment, Victimisation, Intimidation and/or abuse as serious misconduct. Any member or employee who is deemed to have violated this Policy or Scottish Swimming's Equality Policy will be liable to disciplinary action under Cumbernauld swimming Club's Disciplinary Policy and/or Scottish Swimming's Complaints and Grievances Procedure.

Complaints and Disciplinary Procedures

Any member who believes that he or she has suffered inequitable treatment within the scope of this Policy may raise the matter through the Club Grievance and Complaints Policy.

Key Terms

Protected Characteristics are outlined in the Equality Act 2010 of which there are nine in total – sex, race, disability, age, gender reassignment, sexual orientation, marriage and civil partnership, pregnancy and maternity, religion and belief.

Equality is fairness. All people are respected and treated without discrimination and there is access for all.

Equal Opportunity is the prevention, elimination or regulation of discrimination between persons because of their Protected Characteristic.

Direct Discrimination means treating someone less favourably than you would treat others in the same circumstances because of a Protected Characteristic.

Indirect Discrimination occurs when a person imposes, or proposes to impose, a requirement, condition or practice that has, or is likely to have, the effect of disadvantaging people with a Protected Characteristic, and that is not reasonable.

Discrimination where referred to in this Policy refers to both or either Direct or Indirect Discrimination.

Harassment is described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be directed towards people because of a Protected Characteristic or because of some other reason.

Victimisation is defined as when someone is treated less favourably than others because he or she has complained about discrimination or helped someone else to complain or done anything to uphold their own or someone else's equality law rights.

Disability Discrimination includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.