



# West Lothian Wolves Equality Policy

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## 1 Policy Statement

West Lothian Wolves Basketball Club (WLWBC) endorses the principle of sports equality and will strive to ensure that everyone who wishes to be involved in basketball (in all its disciplines and forms), whether as athletes, casual participants, club members, officials, volunteers, coaches, office-bearers in clubs or those within the governance structure of WLWBC:

has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, socioeconomic status or sexual orientation; and  
can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to enjoy their sport without the threat of intimidation, victimisation, harassment or abuse.

## **2 Legal Obligations**

WLWBC is committed to avoid and eliminate unfair discrimination of any kind in basketball, and will under no circumstances condone unlawful discriminatory practices. The organisation takes a zero-tolerance approach to harassment. Examples of the relevant legislation and the behaviours in question are given in the Appendix. This policy applies to all individuals who are members of our club, volunteers or participants who are subject to our club's programmes.

### **3 Positive Action**

The principle of Sports Equality goes further than simply complying with legislation. It entails taking positive steps to counteract the effects of physical or cultural barriers – whether real or perceived – that restrict the opportunity for all sections of the community to participate equally and fully.

WLWBC will therefore seek to institute, support or contribute to appropriate measures or initiatives that enable access to basketball and participation in associated activities by people from any group that is under-represented in the sport or has difficulty accessing it.

## 4 Implementation

The following steps will be taken to promote this policy and sports equality in basketball:

- A copy of this document is published on the **WLWBC** website.
- The Board of WLWBC will take overall responsibility for ensuring the implementation and observation of this policy, and the requirement for all members of the organisation to follow this policy will be enshrined within the Articles of Association.
- The Board will take full account of the policy in arriving at all decisions in relation to activities of WLWBC.
- WLWBC will collaborate fully with any surveys or other initiatives designed to assess the level of participation of different sections of the community in basketball and will take account of the findings in developing measures to promote and enhance sports equality in basketball.
- WLWBC will provide access to training in order to raise awareness of collective and individual responsibilities for all of its Board members, Committee members, volunteers and employees, and enable access to suitable training for anyone involved in the sport, with a focus on accredited coaches, and officials in terms of equality and diversity training
- It will be a condition of WLBC membership that members:
  - formally adopt this policy, or produce their own equality and diversity policy in terms that are consistent with it; and
  - take steps to ensure that they behave in accordance with the policy, including where appropriate taking disciplinary action under the Club's constitution; and
  - ensure that access to membership is open and inclusive;
  - support such measures and initiatives that WLWBC may institute or take part in to advance the aims of this policy.
- It will be a condition of WLWBC membership that individuals:
  - Recognise they are bound by this policy; and
  - Support such measures and initiatives that WLWBC may institute or take part in to advance the aims of this policy.

## **5 Responsibility, Monitoring and Evaluation**

The Board will review all WLWBC activities and initiatives against the aims of the policy on an annual basis, and the Chairpersons will report formally on this issue at the AGM.

The Board will appoint a designated project leader who will review any measures or initiatives that WLWBC may institute or take part in to promote and enhance sports equality in basketball, their findings being formally reported to the AGM.

The Board will review the policy itself at intervals of no more than three years, (or when necessary due to changes in legislation) and will report with recommendations to the AGM.

## 6 Complaints and Compliance

WLWBC regards all of the forms of discriminatory behaviour, including (but not limited to) behaviour described in the Appendix as unacceptable, and is concerned to ensure that individuals feel able to raise any bona fide grievance or complaint related to such behaviour without fear of being penalised for doing so.

Appropriate disciplinary action will be taken against any employee, member or volunteer who violates the WLWBC Equality Policy.

Any person who believes that he or she has been treated in a way that they consider to be in breach of this policy by a member club, individual member or corporate member of WLWBC, should first complain to that person or organisation. If this does not resolve the matter, or in the case of allegations of discriminatory behaviour against WLWBC itself or an employee of WLWBC, the person may raise the matter by writing directly to the Chairperson. Contact details are available through the website.

The Chairperson will investigate the complaint personally or appoint a designated employee of WLWBC to do so. The investigation will be conducted impartially, confidentially, and without avoidable delay. Any person or organisation against whom a complaint has been made will be informed of what is alleged and given the opportunity to present their side of the matter.

The outcome of the investigation will be notified to the parties in writing and reported to the Board. If the investigation reveals unacceptable discriminatory behaviour on the part of an individual member, corporate member, or member club the Board may impose sanctions on that person or organisation in line with the WLWBC Articles of Association. Sanctions may range from a written reminder concerning future conduct up to and including temporary or permanent expulsion from WLWBC membership. In deciding what sanction is appropriate in a particular case the Board will consider the severity of the matter and take account of any mitigating circumstances.

Where the violation of the Equality Policy by way of harassment, victimisation or discrimination amount to a criminal offence, the appropriate authority will be informed.

In the event that an individual associated with WLWBC is subject to allegations of unlawful discrimination in a court or tribunal, the WLWBC Board and employees will co-operate fully with any investigation carried out by the relevant lawful authorities and, subject to the outcome, may consider taking action as above in relation to the matter concerned.