

# WARRENDER BATHS CLUB

## Club Equity Policy

### Key Definitions

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

*Equality* is treating people equally or making sure equal numbers (members) from all community groups are offered and participate in the same opportunities.

*Equal Opportunity* is the prevention, elimination or regulation of discrimination between persons on grounds of age, gender (including transgender status), disability, race, ethnic origin, nationality, colour, parental, marital or civil partnership status, caring responsibilities, pregnancy, religious belief, class or social background, sexual preference or political belief.

*Direct Discrimination* means treating someone less favourably than you would treat others in the same circumstances.

*Indirect Discrimination* occurs when a job requirement or condition is applied equally to all, which has a disproportionate and detrimental effect on one sector of society because fewer from that sector can comply with it and the requirement cannot be justified in relation to the job.

*Harassment* is inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be directed towards people because of their gender, appearance, race, colour, ethnic origin, nationality, age, sexual preference, a disability or some other characteristic.

*Victimisation* is when someone is treated less favourably than others because he or she has taken action against the Club.

### Statement of Commitment

Warrender Baths Club ("the Club") is committed to the principles and practice of equity and equal opportunities across all of its aquatic disciplines in training, coaching and its competitive programme by all its members. The Club will follow the Scottish Swimming Equity Policy.

The Club is responsible for ensuring that no job applicant, employee or member receives less favourable treatment on the grounds of age, gender (including transgender status), disability, race, ethnic origin, nationality, colour, parental, marital or civil partnership status, caring responsibilities, pregnancy, religious belief, class or social background, sexual preference or political belief.

The Club will endeavour to provide open access to all those who wish to participate in swimming and water polo within the competitive environment.

### 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 (direct or indirect), 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 involved.

The Club will not tolerate discrimination on the grounds of age, gender (including transgender status), disability, race, ethnic origin, nationality, colour, parental, marital or civil partnership status, caring responsibilities, pregnancy, religious belief, class or social background, sexual preference or political belief.

All Club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity and to respect and act in accordance with the spirit and intentions of this Policy.

The Club will deal with any incidence of discriminatory behaviour seriously, and regards discrimination, harassment, victimisation, intimidation or abuse as serious misconduct. Any member who discriminates against, harasses, victimises or abuses any other person will be liable to action under Warrender Baths Club's Disciplinary Policy and/or Scottish Swimming's Complaints and Disciplinary Procedures.

No job applicant will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unfair discrimination.

### Equal Opportunities

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, gender (including transgender status), disability, race, ethnic origin, nationality, colour, parental, marital or civil partnership status, caring responsibilities, pregnancy, religious belief, class or social background, sexual preference or political belief.

### 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.