

NEWPORT BOAT CLUB/
CLWB CYCHOD TREFDRAETH

Parrog
Newport/Trefdraeth
Pembrokeshire
SA42 0RP

EQUALITY POLICY

Policy reviewed and rewritten December 2022

Policy Statement

- Newport Boat Club/Clwb Cychod Trefdraeth upholds the principle of equality and will not discriminate against staff, members, guests, or suppliers on the basis of their age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, ethnic origin, socioeconomic status or sexual orientation.
- Newport Boat Club/Clwb Cychod Trefdraeth will strive to ensure that staff, members, guests, and suppliers can enjoy an environment in which their rights, dignity and individual worth are respected with no threat of intimidation, victimisation, harassment, or abuse.
- The principle of non-discrimination and equality of opportunity applies equally to the treatment of former staff, members, guests, and suppliers by members of our current workforce.

Legal Obligations

Newport Boat Club/Clwb Cychod Tredraeth is committed to eliminating unfair discrimination of any kind and will never condone unlawful discriminatory practices. The organisation will take a zero-tolerance approach to harassment of any kind. See Appendix for relevant legislation and behaviours

Objectives

- To ensure that Newport Boat Club/Clwb Cychod Trefdraeth is attractive to the widest possible audience
- To increase the diversity of our staff, members, guests, and suppliers.
- To ensure that Newport Boat Club/Clwb Cychod Trefdraeth provides a safe space, free from discrimination, harassment, or bullying, for all.

Implementation

The following steps will be taken to publicise this policy and promote equality throughout the club:

- A copy of this document will be published on the Newport Boat Club/Clwb Cychod Trefdraeth website
- The management Committee will refer to the policy when making decisions in relation to the activities of the club.
- Appointments to voluntary or paid roles within Newport Boat Club/Clwb Cychod Trefdraeth will be made on the basis of an individual's knowledge, skills and experience required for the position.

Responsibility and Monitoring

The Management Committee and CAM will be responsible for ensuring the implementation and monitoring of their policy.

The Management Committee will review this policy at regular intervals of no more than three years, (or when legislation changes deem it necessary).

Appendix 1 – Relevant legislation and forms of unacceptable discrimination

Race Relations Act <https://www.legislation.gov.uk/ukpga/1968/71/enacted>

Sex Discrimination Act <https://www.legislation.gov.uk/ukpga/1975/65/enacted>

Disability Discrimination Act <https://www.legislation.gov.uk/ukpga/1995/50/contents>

Equality Act <https://www.legislation.gov.uk/ukpga/2010/15/contents>

Legal rights

Discrimination has been legally defined through a series of legislative acts, including the Race Relations Act, the Sex Discrimination Act, the Disability Discrimination Act and the Equality Act 2006.

In April 2010, the Equality Act 2010 received Royal Assent. The Equality Act 2010 is a new law which harmonises where possible, and in some cases extends, protection from discrimination. It applies throughout the UK and came into force in October 2010.

Discrimination refers to unfavourable treatment on the basis of particular characteristics, which are known as the 'protected characteristics'. Under the Equality Act 2010, the protected characteristics are defined as age, disability, gender reassignment, marital or civil partnership status, pregnancy* and maternity, race, religion or belief, sex (gender) and sexual orientation.

Under the Equality Act 2010, individuals are protected from discrimination 'on grounds of' a protected characteristic. This means that individuals will be protected if they have a characteristic, are assumed to have it, associate with someone who has it or associate with someone who is assumed to have it.

* Pregnancy and Maternity are the exception to this rule, as an individual is only protected from discrimination on the grounds of their own pregnancy, and not by association or assumption.

Forms of discrimination and discriminatory behaviour include the following:

Direct discrimination

Direct discrimination can be described as less favourable treatment on the grounds of one of the protected characteristics.

Indirect discrimination

Indirect discrimination occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons.

Discrimination arising from disability

When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only relates to disability.

Harassment

Harassment is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person.

Victimisation

It is unlawful to treat a person less favourably because he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so. To do so would constitute victimisation.

Bullying

Bullying is defined as a form of personal harassment involving the misuse of power, influence, or position to persistently criticise, humiliate and/or undermine an individual.

Appendix 2: Discriminative language

Discriminative language is a way to describe hateful communication or action towards a specific group or person with protected characteristics.

Discriminative language could include words and phrases that do the following:

- Cause offense
- Reinforces unconscious bias, stereotypes, and prejudice.
- Making assumptions about a certain group of people that would exclude them from being able to engage with different elements of society.
- Allows disrespectful labels to be used without a consequence.
- Patronises or underplays the importance of certain groups of people's right to inclusion and experiences.

Written by Ema Commons Club Administration Manager December 2022
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