

GLASGOW RENS EQUALITY POLICY

1. Statement of Intent

1.1. Glasgow Rens Basketball Club is fully committed to the principle of equality of opportunity and is responsible for ensuring that no job applicant, employee, volunteer or member receives less favourable treatment on the grounds of age, colour, disability, ethnic origin, parental or marital status, nationality, religious belief, social status and sexual preference.

1.2. Glasgow Rens will ensure that there will be open access to all those who wish to participate in the sport and that they are treated fairly.

2. Purpose of the Policy

2.1. Glasgow Rens recognises that certain sections of the community have been affected by discrimination and may be denied the opportunity to participate equally and fully in the sport at all levels.

2.2. Glasgow Rens will take steps to prevent discrimination or other unfair treatment for its employees, members and volunteers.

3. Legal Requirements

3.1. Glasgow Rens is required by law not to discriminate against its employees and recognises its legal obligations under the recognised discrimination acts.

4. Types of Discrimination

4.1. Discrimination can take the following forms:

4.1.1. Direct Discrimination

This means treating someone less favourably than you would treat others in the same circumstances.

4.1.2. Indirect Discrimination

This occurs when a job requirement or condition is applied equally to all, which has a disproportionate and detrimental effect on one sex or racial group because fewer of that group can comply with it and the requirement cannot be justified in relation to the job.

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

4.1.3. Harassment

Harassment can be described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be of a sexual or racial nature, or it may be directed towards people because of their age, their sexuality, a disability or some other characteristic.

Glasgow Rens is committed to ensure that its employees, members and players are able to conduct their activities free from harassment or intimidation.



Glasgow Rens regards discrimination and harassment, as described above, as serious misconduct and any employee of Glasgow Rens, participant or volunteer who discriminates against any other person will be liable to appropriate action (as outlined in the Glasgow Rens Disciplinary Procedures).

4.1.4. Victimization

When someone is treated less favourably than others because he or she has taken action against Glasgow Rens under one of the relevant Acts (as previously outlined) or provided information about such discrimination.

5. Implementation

5.1. A copy of this document will be available to all staff, members and volunteers of Glasgow Rens on the official website of Glasgow Rens.

5.2. All employees have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy.

5.3. Glasgow Rens will take measures to ensure that its employment practices are non-discriminatory.

5.4. 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.

5.5. A planned approach will be adopted to eliminate barriers which discriminate.

6. Positive Action

6.1. Glasgow Rens may take positive action for any group which is currently under-represented in its membership representative bodies or workforce.

7. Monitoring and Evaluation

7.1. Glasgow Rens will regularly monitor and evaluate the policy, practices, procedures and operation on an ongoing basis and will inform employees and members of its impact.

7.2. The Chairman has the overall responsibility for the implementation of the Equal Opportunities and Equity Policy.

7.3. The Glasgow Rens Committee is responsible for ensuring that this Equal Opportunities and Equity Policy is followed and will deal with any actual or potential breaches.

8. Disciplinary and Grievance Procedures

8.1. To safeguard individual rights under the policy, an employee who believes he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate procedure.

8.2. Appropriate disciplinary action will be taken against any employee, volunteer or member who violates Glasgow Rens' Equal Opportunities and Equity Policy.

8.3. Glasgow Rens will ensure that individuals feel able to raise any grievance and no employee, member or volunteer will be penalised for doing so unless it is untrue and not made in good faith.