

Equality and Diversity Policy

Introduction: At East Leake Basketball, we are committed to creating an inclusive and diverse environment where everyone feels valued and respected. We believe in promoting equality, diversity, and inclusion within our basketball club, and we strive to eliminate discrimination, harassment, and unfair treatment in all its forms. This policy outlines our commitment to fostering an inclusive culture and provides guidelines for promoting equality and diversity among our members, employees, volunteers, and participants.

Policy Statement:

1. **Equality:** We are dedicated to treating all individuals fairly and equally, irrespective of their age, race, ethnicity, nationality, gender, gender identity or expression, sexual orientation, marital status, disability, religion, or belief. We aim to provide equal opportunities for everyone to participate in our basketball club activities, regardless of their background.
2. **Respect:** We expect all individuals associated with our basketball club to treat each other with respect and dignity. Discriminatory language, behaviour, or practices will not be tolerated. We encourage an atmosphere of mutual respect and understanding where diversity is celebrated.
3. **Inclusion:** We are committed to creating an inclusive environment that welcomes and supports individuals from all backgrounds. We will take proactive steps to remove any barriers that may prevent full participation, ensuring that our activities are accessible to all members of the community.
4. **Discrimination and Harassment:** Any form of discrimination, harassment, victimisation, or bullying based on protected characteristics is strictly prohibited within our basketball club. We will take all necessary measures to prevent and address such incidents promptly. Anyone found responsible for discriminatory or harassing behaviour may face disciplinary action, including expulsion from the club.
5. **Recruitment and Selection:** When recruiting coaches, volunteers, and committee members, we will ensure that our selection processes are fair, transparent, and unbiased. We will consider candidates based on their qualifications, skills, and experience, without any form of discrimination. Efforts will be made to encourage diversity among our club, promoting representation from different backgrounds.
6. **Training and Education:** We will provide appropriate training and educational opportunities to raise awareness about equality, diversity, and inclusion among our members, employees, volunteers, and participants. This training will promote understanding, challenge stereotypes, and foster an inclusive culture within our basketball club.
7. **Reporting and Support:** We encourage anyone who experiences or witnesses discriminatory or harassing behaviour to report it immediately. We will provide clear and confidential reporting procedures, and all complaints will be taken seriously, investigated promptly, and resolved appropriately. Support will be provided to individuals who have experienced discrimination or harassment.
8. **Monitoring and Review:** We are committed to regularly reviewing and monitoring our Equality and Diversity Policy to ensure its effectiveness and relevance. We

will gather data on diversity and inclusion within our basketball club and use this information to inform our policies and practices.

Conclusion: By adhering to this Equality and Diversity Policy, East Leake Basketball seeks to create an inclusive and welcoming environment for all individuals associated with our club. We believe that embracing diversity and promoting equality will enhance the experiences of our members and contribute to the overall success of our basketball club.