



## **EQUAL OPPORTUNITIES POLICY**

### **Statement of Policy**

The aim of this policy is to communicate the commitment of North Belfast Harriers (NBH) to the promotion of equality of opportunity within our club.

It is our policy to provide equality of opportunity to all, irrespective of:

- Gender, including gender reassignment;
- Marital or civil partnership status;
- Having or not having dependants;
- Religious belief or political opinion;
- Race (including colour, nationality, ethnic or national origins, being an Irish Traveller);
- Disability;
- Sexual orientation; or
- Age.

We are opposed to all forms of unlawful and unfair discrimination. All club members, office bearers, coaches and volunteers who work for us will be treated fairly and will not be discriminated against on any of the above grounds.

Our equal opportunities policy applies to all club members, office bearers, coaches and volunteers to help all those in our club to develop their full potential, provide an enjoyable sporting environment for all, and fully utilise the talents and resources available within our club.

## **Equality Commitments**

We are committed to:

- Promoting equality of opportunity for all persons;
- promoting an enjoyable sporting environment in which all persons are treated with respect;
- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation;
- fulfilling all our legal obligations under the equality legislation and associated codes of practice;
- taking lawful affirmative or positive action, where appropriate; and
- regarding all breaches of equal opportunities policy as misconduct which will be dealt with through the club's normal procedures.

This policy will be made available to all club members and those working for the club through the club's website.

The effectiveness of our equal opportunities policy will be reviewed regularly, and action taken as necessary.

## **Implementation**

The club's office bearers, including the Chair and Club Secretary, have specific responsibility for the effective implementation of this policy. Each office bearer also has responsibilities, and we expect all our club members, volunteers and coaches to abide by the policy and help create the equal opportunities environment which is its objective.

In order to implement this policy, we shall:

- Communicate the policy widely.
- Incorporate specific and appropriate duties in respect of implementing the equal opportunities policy into coaching/volunteer roles.
- If necessary, provide equality training and guidance as appropriate to coaches and volunteers.
- Ensure that adequate resources are made available to fulfil the objectives of the policy.

## **Monitoring and Review**

The effectiveness of our equal opportunities policy will be reviewed regularly, and action taken as necessary. Where monitoring suggests there is an issue in relation to this policy then we will develop an action plan to address the issue in question.

## **Complaints**

Coaches, members and volunteers who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed club procedures. All complaints of discrimination will be dealt with seriously, promptly and confidentially.

Date: .....

Signature: ..... Chair

Signature: ..... Secretary

*Reviewed September 2024*