



## VYD Equality and Diversity Policy

VYD is committed to encouraging equality, diversity and inclusion among our volunteers and staff, and eliminating unlawful discrimination.

The aim is for our coaching staff and committee to be truly representative of all sections of society and our customers, and for each person of the organisation to feel respected and able to give their best.

The organisation - in providing coaching - is also committed against unlawful discrimination of the public.

The policy's purpose is to:

- provide equality, fairness and respect for all in our club, whether temporary, part-time, full-time or volunteer
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- oppose and avoid all forms of unlawful discrimination.

The club commits to:

- Encourage equality, diversity and inclusion in the club as they are good practice and make good sense
- Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff, coaches and volunteers are recognised and valued.

This commitment includes training coaches and all other volunteers about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help the organisa-

tion provide equal opportunities in coaching, and prevent bullying, harassment, victimisation and unlawful discrimination.

All staff should understand they, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public

- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow staff, the public, parents, visitors, and any others in the course of the organisation's activities.

Such acts will be dealt with as misconduct and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

- Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

- Decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

- Review organisation practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

- Monitor the make-up of the staff regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

- Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

The equality, diversity and inclusion policy is fully supported by the organisation's management.

If you require any more information then please contact the Equality and Diversity Officer,

- Blair Hamilton [b.r.hamilton@brighton.ac.uk](mailto:b.r.hamilton@brighton.ac.uk)