

EQUAL OPPORTUNITIES POLICY

CAVEHILL TENNIS CLUB

1 Statement of Policy

The aim of this policy is to communicate the commitment of Cavehill Tennis Club 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)
- Disability
- Sexual orientation
- Age

We are opposed to all forms of unlawful and unfair discrimination. All club members, office bearers, employees and volunteers who work for us will be treated fairly and will not be discriminated against on any of the above grounds. The club will endeavour to provide them an enjoyable sporting environment and allow them to utilise the talents and resources available within our club, giving them an opportunity to develop their full potential.

2 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
- 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 website.

3 Implementation

The club's office bearers have specific responsibility for the effective implementation of this policy and we expect all our club members, volunteers and employees 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 job descriptions and work objectives of staff
- Provide equality training and guidance as appropriate to employees and volunteers
- Ensure that those who may be involved in assessing candidates for recruitment or promotion have received appropriate training
- Obtain commitments from other persons or organisations such as subcontractors or agencies that they too will comply with the policy in their dealings with our club, its members, volunteers and staff.
- Ensure that adequate resources are made available to fulfil the objectives of the policy.

4 Monitoring and Review

The effectiveness of our equal opportunities policy will be reviewed regularly (at least annually) 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.

5 Complaints

Members, office bearers, employees and volunteers who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the club's complaints procedures as described in the Club Constitution. All complaints of discrimination will be dealt with seriously, promptly and confidentially.

In addition to our internal procedures, persons have the right to pursue complaints of discrimination through the courts or to an industrial tribunal or the Fair Employment Tribunal under the following anti-discrimination legislation:

- Sex Discrimination (Northern Ireland) Order 1976, as amended
- Disability Discrimination Act 1995, as amended
- Race Relations (Northern Ireland) Order 1997, as amended
- Employment Equality (Sexual Orientation) Regulations (Northern Ireland) 2003
- Fair Employment and Treatment (Northern Ireland) Order 1998, as amended
- Employment Equality (Age) Regulations (Northern Ireland) 2006
- Equal Pay Act (Northern Ireland) 1970, as amended.

However, persons wishing to make a complaint will normally be required to raise their complaint under our internal grievance procedures first.

Date:

Signature: Chair

Signature: Secretary