



Equality & Diversity Policy

Updated at the 2014 AGM

1. The Club is committed to building and supporting a diverse and inclusive membership. All members of the Club should feel empowered to achieve their full potential within an environment of openness in which everyone is valued equally and can participate with confidence. The Club values the widest possible range of cultural inputs from members and partner organisations.
2. There are a number of values that underpin this statement which form the basis of the equal opportunity strategy:
 - A spirit of co-operation and understanding between all members and coaches based on mutual respect and trust
 - A membership that is built on tolerance and openness with high professional standards
 - An environment of equality of opportunity that encourages an understanding and appreciation of the needs of others
 - A commitment to dealing with oppressive behaviour, harassment or bullying
 - A culture where diversity is celebrated and all members are valued equally
3. The Club recognises the true value of diversity and will provide equality of opportunity for all our members by:
 - Working pro-actively to promote good relations between all members
 - Taking effective action to prevent discrimination, bullying or harassment on any grounds
 - Promoting equality of access to coaching, training and development
 - Providing flexible training and coaching opportunities to support differing aspirations and goals
 - Promoting good practice in all activities such as schools and junior development
 - Listening to and learning from our members, coaches and partner organisations
 - Promoting, managing and monitoring equality and diversity within the Club

All our members, coaches and partners have a responsibility to act in a way that supports and promotes this policy.