



Lee Valley London S.C.

Equal Opportunities Policy Statement

It is the position of Lee Valley London that everyone should be treated fairly, without discrimination and with respect of their human rights, regardless of their gender, race, age, disability, sexual orientation, language, HIV status, religion, national or social origin or class.

AIM

Lee Valley London recognizes that **everyone** must have the opportunity to fulfill their potential.

Lee Valley London recognized that everyone have the right to actively participate in the sport of the choice. This means that everyone should have access to our services, job opportunities and to having their voices heard.

Procedures

To realise the Club's objective of creating an environment free from discrimination and welcoming to all, the Club will:

- Ensure that its services are open and available to all parents/carers and children in the local community.
- Ensure that issues of race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability do not inhibit a child/young person from accessing the Club's services.
- Treat all children/young people and their parents/carers with equal concern and value.
- Have regard for promoting understanding, respect and awareness of diversity and equal opportunities issues in planning and implementing the Club's programme of activities.

- Ensure that the Club's recruitment policies and procedures are open, fair and non-discriminatory.
- Endeavour to recruit a staff team that reflects the make-up of the Club's local community.
- Ensure that all members of staff are aware of, and understand, the Equal Opportunities policy as it relates to all aspects of its work.
- Encourage and support staff to act as positive role models to children/young people by displaying and promoting tolerant and respectful behavior, language and attitudes, and challenge any discriminatory incident.
- Treat seriously any member of staff found to be acting, or have been acting, in a discriminatory way, according to the provisions of the Staff Disciplinary Procedures policy.
- Work to fulfill all the legal requirements of the Sex Discrimination Act 1975, the Disability Discrimination Act 1995, the Human Rights Act 1998 and the Race Relations (Amendment) Act 2000.

The Club will be responsible for ensuring that the Equal Opportunities policy is implemented and that its effectiveness is regularly monitored. They will be responsible for ensuring that:

- Staff receives appropriate training.
- Appropriate action is taken wherever discriminatory behavior, language or attitudes become apparent.

All the Club's policies and procedures will be kept under review to ensure they do not operate in a discriminatory manner or in any way against its commitment to equal opportunities.

Adopted by Lee Valley London S.C. Committee October 2009