



Equality Policy (Updated Oct 24)

Aims

Burwell Sports Centre believes that no child, individual, or family should be excluded from the Centre's activities on the grounds of age, gender, health, sexuality, class, family status, means, ability, colour, ethnic origin, culture, religion, or belief. We aim to ensure that all who wish to work for us, or volunteer as a trustee should have an equal chance to do so.

Employment

The Centre will appoint the best person for each job and will treat fairly all applicants. No applicant will be rejected on grounds that contravene the aims of this policy statement.

Activities

The Centre and its activities are open to everybody in the community and will make all reasonable adjustments to ensure that this is so.

Children's classes

Most children's classes are aimed at a particular age group to ensure that the class and the instruction are as effective and safe as possible. We try to ensure that as wide an age group is included and that overall there are classes that cover all age groups available.

Special Needs

The Centre recognises the wide range of special needs of individuals in the community, and will attempt to facilitate the use of the Centre for those with special needs wherever possible. All reasonable steps have been taken to make the building as accessible as possible to those with special needs.

Discriminatory Behaviour/Remarks

Discriminatory behaviour and remarks are unacceptable in the Centre. The Centre will aim to be sensitive to the feelings of the victim(s) and to help those responsible to understand and overcome their prejudices.

Marketing

The Centre will design its marketing, literature and web presence to be as inclusive as possible, to appeal to all members of the community.

Complaints Procedure

Any person who feels that this policy has not been upheld can make a complaint. This will be dealt with by the Centre Manager in liaison with the Management Committee (or directly by the Committee if the complaint is against the Centre Manager). The complaint will be investigated, listening to all involved. If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made in reference to this policy and current employment policies. The centre will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised this.