

AJB Sports in Education Equality and Diversity Policy

AJB Sports in Education is committed to encouraging equality and diversity among our workforce, and eliminating unlawful discrimination.

The policy's purpose is to:

- Provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time
- 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 (gender) and sexual orientation
- Oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities

AJB Sports in Education commits to:

- Creating a working 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 are recognised and valued.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities
- Offer training and development opportunities to all staff who will be helped and encouraged to develop their full potential.
- Annually review employment practices and procedures when necessary to ensure fairness and also update them and the policy to take account of changes in the law.
- To training managers and all other employees on their rights and responsibilities under the equality policy:
 - Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination
 - All staff should understand they, as well as their employer, 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

*Such acts against policies stated above will be dealt as misconduct and any appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

For Participants

AJB Sports in Education is committed to promoting inclusion and offering opportunities for all to take part in sport regardless of race, gender, marital status, caring responsibilities, disability, gender reassignment, age, social class, sexual orientation and religion/belief or any other factor.

AJB Sports in Education commits to:

- Ensuring that it treats people fairly and with respect and that it will provide access and opportunities for all members of the community to take part in, and enjoy, its activities. (Equality Act 2010)
- AJB Sports in Education will not tolerate harassment, including sexual harassment, bullying, abuse or victimization of a Participant, which for the purposes of this Policy and the actions and sanction applicable is regarded as discrimination, whether physical or verbal.
- AJB Sports in Education commits itself to the immediate investigation of any allegation, when it is brought to their attention, of discrimination and where such is found to be the case. AJB Sports in Education will work to ensure that any such behaviour is met with appropriate action in whatever context it occurs.