

The Sulgrave Club

Equality, Diversity, and Inclusion Policy

Updated 24 March 2026 — Review Date: March 2027

Purpose

The aim of this policy is to communicate the commitment of The Sulgrave Club to encouraging equality, diversity, and inclusion, and eliminating unlawful discrimination.

It is our policy to provide equality, fairness, and respect for all, irrespective of:

- gender, including gender reassignment
- marital or civil partnership status
- having or not having dependents
- pregnancy and maternity
- religious belief or political opinion
- race (including colour, nationality, ethnic or national origin)
- disability
- sexual orientation
- age

We are opposed to all forms of unlawful and unfair discrimination. All stakeholders of the organisation will be treated fairly and will not be discriminated against on any of the above grounds. Decisions on membership, selection for office, training or any other benefit will be made objectively, without unlawful discrimination, and based solely on aptitude and ability.

For the purposes of this policy, the term ‘stakeholders’ applies to all persons with an interest and involvement in the Club, including but not limited to paid staff, volunteers, children, young people, parents, job applicants, and committee members.

Legal framework

Discrimination has been legally defined through a series of legislative acts, including the Race Relations Act, the Sex Discrimination Act, the Disability Discrimination Act and the Equality Act 2006.

In April 2010, the Equality Act 2010 received Royal Assent. The Equality Act 2010 harmonises where possible, and in some cases extends, protection from discrimination. It came into force in October 2010 and applies throughout the UK.

Discrimination refers to unfavourable treatment based on particular characteristics, which are known as the ‘protected characteristics.’ Under the Equality Act 2010, the protected characteristics are defined as age, disability, gender reassignment, marital

or civil partnership status, pregnancy and maternity, race, religion or belief, sex (gender) and sexual orientation.

Under the Equality Act 2010, individuals are protected from discrimination 'on grounds of' a protected characteristic. This means that individuals will be protected if they have a characteristic, are assumed to have it, associate with someone who has it or with someone who is assumed to have it*.

**The exception to this is pregnancy and maternity, which does not include protection by association or assumption – a woman is only protected from discrimination on grounds of her own pregnancy.*

Types of Discrimination

Forms of discrimination and discriminatory behaviour include the following:

Direct discrimination

Direct discrimination can be described as less favourable treatment on the grounds of one of the protected characteristics.

Indirect discrimination

Indirect discrimination occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons.

Discrimination arising from disability

When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only relates to disability.

Harassment

Harassment is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person.

Victimisation

It is unlawful to treat a person less favourably because he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so. To do so would constitute victimisation.

Bullying

Bullying is defined as a form of personal harassment involving the misuse of power, influence, or position to persistently criticise, humiliate or undermine an individual.

Policy Statement

The Sulgrave Club recognises that providing equality of opportunity, valuing diversity, and promoting a culture of inclusion are vital to our success.

The Sulgrave Club abhors all forms of unlawful and unfair discrimination. We are a family who support each other and respect each other's beliefs. We aim to create an environment which values individuals equally, and where children, young people, and adults can be free to be themselves.

The Sulgrave Club recognises that under the Equality Act 2010 we must have due regard to the need to:

- eliminate discrimination, harassment and victimisation
- promote equality of opportunity
- foster good relations between people from different groups

The Sulgrave Club is committed to the principles and practice of the Equality Act 2010 and values the diversity of the local population. We want our services, facilities, and resources to be accessible and useful to everyone.

The Sulgrave Club is committed to:

- promoting equality of opportunity for all persons
- promoting a good and harmonious environment in which all stakeholders are treated with respect and dignity and in which no form of intimidation or harassment is tolerated
- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment, and victimisation
- fulfilling all our legal obligations under the Equality Act 2010 and associated codes of practice
- complying with our own Equality, Diversity, and Inclusion Policy associated policies
- taking lawful affirmative or positive action, where appropriate
- treating and dealing with any breaches of our Equality, Diversity, and Inclusion Policy as misconduct

Procedure

The Management Committee and Club Manager have specific responsibility for the effective implementation of this policy. We expect all stakeholders to abide by the policy and help to create the equality environment which is its objective.

To implement this policy, we shall:

- Communicate the policy to stakeholders by issuing an induction pamphlet and/or training to all existing, and new members
- Endeavour through appropriate training to ensure that we will not consciously, or unconsciously discriminate in the selection or recruitment of applicants
- Provide 'Equality, Diversity, and Inclusion' training at least once every three years. (*Equality - treating everyone fairly; Diversity - appreciating people's uniqueness; Inclusion - encouraging everyone to retain their uniqueness*)
- Incorporate specific and appropriate duties in respect of implementing the Equality, Diversity, and Inclusion Policy into roles and responsibilities of paid staff and employees

- Incorporate equality, diversity, and inclusion notices into general communications practices (e.g., announcements, annual report at annual general meeting, notices, and newsletters)
- Ensure that adequate resources are made available to fulfil the objectives of the policy

Monitoring and review

We will establish appropriate information and monitoring systems to assist the effective implementation of our Equality, Diversity, and Inclusion Policy. The effectiveness of the policy will be reviewed regularly (at least annually) and action taken as necessary.

Complaints

Members who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed Complaints Procedures. A copy of these procedures is available from the club office. All complaints of discrimination will be dealt with seriously, promptly, and confidentially.

Every effort will be made to ensure that members who make complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly, and confidentially. Victimisation will result in disciplinary action and may warrant dismissal.

Complaints from members of the public will be dealt with under agreed procedures.

Consultation and Commitment to Review

The Sulgrave Club is committed to the review and updating of its policies and procedures through consulting with its employees, volunteers, and young people. Employees and volunteers will be consulted on changes to policies through staff meetings and young people through a Youth Forum.

The employees' and volunteers' representative is Nick Sazeides.

This policy was updated, reviewed, and approved by the Management Committee of The Sulgrave Club at their bi-monthly meeting on Tuesday 24th March 2026.

Review date: March 2027