



## **Equal Opportunities Policy**

*British Wheelchair Basketball (BWB), its committees, officers, clubs, officials, competitors and spectators, are perceived by the public as representatives of the sport, and must provide services fairly and without discrimination. The aim of this Policy is to ensure fair and equal treatment and opportunity for all members and users of the BWB's services. BWB will work towards equality of opportunity for all and will devote energy and resources to the achievement of this aim.*

### **1. Equal Opportunities in Service Provision**

The BWB will not knowingly discriminate on grounds of disability, ethnic origin, gender, religious belief, sexual orientation or age. The BWB will strive to eliminate racism, sexism and all other forms of discrimination in sport. The Great Britain Wheelchair Basketball Association will be equally available to all the BWB's members.

All members of the BWB are responsible for implementing this Policy when carrying out BWB activities. Members are expected to lead by example through their actions.

Exclusion from opportunities not only disadvantages those who experience discrimination and harassment but also deprives the wider community of the full contribution of their talents and energies. Empowering people to contribute more fully enriches our communal life.

### **2. Equal Opportunities in Employment**

The BWB is committed to the formulation and effective implementation of an Equal Opportunities Policy in employment practices. This Policy applies to recruitment, promotion, transfer, training and re-training, the operation of grievance, disciplinary and redundancy procedures, the provision of employment benefits and generally to the application of all terms and conditions of employment.

Employees are expected to participate in the preparation and carrying out of practical measures to improve the BWB's performance with regard to Equal Opportunities. Employees are also responsible for their behaviour towards colleagues and users of the BWB's services, and are expected to meet appropriate standards.

People with disabilities shall not be prevented from employment with the BWB on the grounds of disability, restricted access or inadequate equipment, where, with effort and reasonable expenditure and any necessary adaptations could be made.

Employees will be recruited, trained and promoted solely on the basis of genuine job requirements, relevant experience and qualification, skill, aptitude and other objective criteria.

A clear responsibility for providing Equal Opportunity rests with the Executive Committee and the BWB's employees; however, all members of the BWB are expected to avoid discrimination, to discourage it in others and to accept personal



responsibility for the application of this Policy. Employees should familiarise themselves with this Policy and any guidelines issued as part of the equal opportunities process. The BWB will endeavour to retain and/or offer re-training where necessary to employees who develop disabilities as a result of accident and/or illness.

It is the responsibility of the Chief Executive, the Executive Committee and all team-managers and other supervisory staff to ensure that this Policy is observed.

All procedures and practices relating to the recruitment and selection of employees will be regularly reviewed to ensure consistency with the principles of equal opportunities. All conditions of service will be kept under review to ensure they do not discriminate against any particular group.

Employment practices will be kept under review and adapted where necessary to meet the varying needs of employees. The introduction of flexible working hours and job sharing are examples of such practices.

As part of the Policy, the BWB will treat as a disciplinary matter any deliberate act of discrimination or failure on the part of BWB officials to challenge members acting in a discriminatory manner.

The BWB also actively discourages, and treats as disciplinary matters any abusive, insulting or offensive remark, action or publication relating to employees or members of the BWB on any of the grounds outlined in the aims and objectives of this Policy.

All complaints of discrimination made by any employee or member of the BWB will be thoroughly and promptly investigated.