**Equality & Diversity Policy**.

It is our policy to provide equality to all members, coaches and volunteers of Deeside Netball Club, irrespective of:

* Gender, including gender reassignment
* Marital or civil partnership status
* Having or not having dependants
* Religious belief or political opinion
* Race (including colour, nationality, ethnic or national origins)
* Disability
* Sexual orientation
* Age

We are opposed to all forms of unlawful and unfair discrimination. All job applicants, employees, volunteers and members will be treated fairly and will not be discriminated against on any of the above grounds. Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively and without unlawful discrimination.

We recognise that the provision of equal opportunities within the organisation is not only good management practice, it also makes sound business sense. We will ensure that there will be open access to all those who wish to participate in all aspects of sporting and leisure activities and that they are treated equitably.

This policy applies to:

Job applicants and potential applicant Employees fairly
Players
Coaches

Umpires and Officials
Contract workers
Agency workers
Trainee workers and students on work experience or placements Volunteer workers

Former employees

**Equality commitments**

We are committed to:

* Promoting equality of opportunity for all persons
* Promoting a good and harmonious working environment in which all persons are

treated with respect

* Preventing occurrences of unlawful direct discrimination, indirect

discrimination, harassment and victimisation

* Fulfilling all our legal obligations under the equality legislation and associated

codes of practice

* Complying with our own equal opportunities policy and associated policies
* Taking lawful affirmative or positive action, where appropriate
* Regarding all breaches of equal opportunities policy as potential misconduct,

which could lead to disciplinary proceedings.