

Kingston Maurward Croquet Club Equality Policy

KMCC's Aims and Commitment Statement

Kingston Maurward Croquet Club (KMCC) is inclusive and accessible to all. Our culture and practices welcome diversity, we will promote equality of opportunity and we will tackle all forms of discrimination. We will also ensure that this Equality Policy (EP) is understood by all our members so that they contribute to making it an inclusive Club which embraces diversity.

Purpose of This Policy

KMCC and its individual members must comply with the Equality Act 2010 which covers discrimination and equality issues. Furthermore, this EP is a matter of good governance: it commits KMCC to tackling any form of discrimination or other unfair treatment so that no-one feels precluded from participating fully the Club's activities.

Discrimination

The Equality Act protects people from discrimination on 9 grounds. These are set out in the Appendix overleaf together with a description of the various forms of discrimination defined in the legislation. KMCC recognises its legal obligation not to discriminate and it will abide by, and require all its members to abide by, all relevant existing legislation.

Complaints and Disciplinary Procedure

KMCC regards any discrimination, harassment, bullying or victimisation, as described in the Appendix to this EP, to be conduct which is injurious to the character or interests of the Club. Any complaint relating to such conduct will be taken seriously and dealt with appropriately.

Responsibilities and Implementation

KMCC's Committee is accountable for: the monitoring of; compliance with; and the maintenance of this policy. The Chairman is accountable for any necessary review of the EP; for its communication to all members; and its publication on the Club's website. The Secretary will be responsible for the day-to-day operation of the EP, for dealing with any complaints and disciplinary matters, and for maintaining a record of all incidents.

Adopted by KMCC Committee on 23 May 2018

Appendix to the KMCC Equality Policy

Legal Background

There is a raft of legislation covering discrimination and equality issues and most of this was brought together in the Equality Act 2010. This protects people from discrimination on grounds of:

- race
- gender
- sexual orientation
- disability (or something connected with their disability)
- religion or belief
- being a transsexual person
- age
- pregnancy or maternity
- being married or in a civil partnership.

Discrimination, Harassment and Victimisation

Discrimination can take the following forms:

- **Direct Discrimination** - treating someone less favourably than you would treat others in the same circumstances;
- **Indirect Discrimination** - imposing requirements or conditions that appear to apply equally to all but which, in practice, disadvantage certain members or sections of the membership. Such requirements or conditions are lawful only if they can be objectively justified;
- **Harassment** - inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. Harassment is unlawful if directed towards people because of their sex, gender, race, ethnic origin, nationality, age, sexual orientation, disability or religion/belief, or if the conduct is of a sexual nature. KMCC is committed to ensuring that its officers, committee members and members are able to conduct their activities free from harassment or intimidation;
- **Bullying** - is a form of personal harassment. It is the misuse of power, or position, to persistently unjustifiably criticise, humiliate and/or undermine an individual's confidence; and
- **Victimisation** - is when someone is treated less favourably than others because it is known or suspected that he or she has taken action against KMCC under the discrimination legislation or provided information about discrimination, harassment or inappropriate behaviour.