

Rhyl & St Asaph Angling Association

Equal Opportunities Policy

Rhyl and St Asaph Angling Association ("The Association") is an unincorporated organisation regulated in accordance with its Constitution and managed by a Committee elected annually ("The Committee"). The Object of the Association is to provide facilities for and promote participation of the whole community in the sport of angling and membership is open to all.

The Association is committed to promote and sustain equal opportunities for all and will promote this policy both inside and outside the organisation. Overall responsibility for implementing the policy lies with the honorary officers and in particular Mr David Gartside (nominated officer) to keep this policy under review.

The Association currently has no staff and has no plans to employ staff but takes account that should staff in future be employed in whatever capacity it would be on the basis of their suitability for the work to be performed and equal access to development and promotion depending on their individual ability and aspirations. This would be regardless of gender, marital status, sexual orientation, colour, race, ethnic origin, nationality, language, age, political and religious beliefs, HIV status or disability.

The Association accepts therefore, the statutory requirements laid down in the Sex Discrimination Act 1975, the Race Relations Act 1976, the Equal Pay Act 1970 and the Disability Discrimination Act 1995, which make it unlawful for an employer or an employee to discriminate against or treat an individual differently on the grounds of colour, ethnic origin, gender, marital status or disability.

1. Definitions

The Sex Discrimination Act 1975 and the Race Relations Act 1976 make a distinction between **direct** and **indirect** discrimination.

1.1 Direct discrimination

Direct discrimination is generally an obvious and easily identifiable form of discrimination. It occurs when a particular individual is treated differently for example because of their race, colour, nationality, ethnic origins, gender or marital status and where such treatment is less favourable than he or she would otherwise have received.

1.2 Indirect Discrimination

Some cases may not be so obvious. An unnecessary condition or requirement may be imposed, which although applied to everybody, is more difficult for people from some groups in society to meet than others.

1.3 Harassment

Harassment is defined as unwanted, abusive or insulting behaviour towards another individual. It causes that person to feel threatened, humiliated or harassed, may interfere with work performance, undermine job security or create a threatening or

intimidating work environment. Harassment may take place on a number of grounds, including race, gender, disability, sexual orientation and age.

2. Responsibilities

2.1 Organisation responsibilities

Equality of opportunity will be applied throughout The Association policies and procedures.

The responsibility for promoting equality within the organisation lies with the Chair of The Association and all members of the committee, **and** Mr David Gartside as the nominated officer and all within The Association.

A standing committee agenda item will be included to monitor this policy and any need for change to this policy following the review mentioned below at paragraph 4

2.2 Individual responsibility

The Association expects that each person should be aware of his or her behaviour towards others. Everyone should be treated equally, with dignity and respect. Each person should ensure that they do not behave in a way that could be regarded as harassment, discriminating or offensive.

The Association expects that each individual should recognise that it is in the best interest of the organisation and of all within the organisation that discrimination is unacceptable.

It is the responsibility of each person to report incidents of discrimination or harassment to the Chair of the Association or to the nominated officer.

2.3 Management Duties

The committee has a duty to promote and sustain equality of opportunity by:

- Ensuring that all within the Association are made aware of this policy and that discrimination, either directly or indirectly, or any form of harassment, is unacceptable; applying the principles of equality of opportunity throughout the application of all the Association's policies and procedures and that these can be accessed by staff (in the event of such) and members alike ensuring that no job applicant or prospective member is discriminated against either directly or indirectly; ensuring the mechanism for reporting incidents of discrimination or harassment is known, understood and can be accessed by anyone involved with the Association;
- Monitoring incidents of discrimination via reports to the committee;
- Taking prompt action to stop harassment or discrimination as it is identified; ensuring that offensive material is not displayed in any place;
- Establishing and maintaining an environment free from harassment.

3. Working practice

3.1 Service Delivery

In accordance with this policy The Association will seek to ensure that its services are appropriate and accessible to, and inclusive of, all sections of the community.

3.2 Recruitment and selection

Any recruitment and selection will be conducted in line with this equal opportunities policy.

All person specification will include only requirements that are justifiable for the effective performance of the job. Selection decisions at all stages must be based on the relevant merits and abilities of candidates to meet the requirements of the person specification.

3.3 Terms and conditions

The Association terms and conditions of employment should staff be employed will meet the requirements of current employment legislation and good practice.

4. Implementation

4.1 A copy of this policy will be available via the Association website and a hard copy will be available on request.

4.2 Monitoring

This policy will be reviewed 12 months after its implementation. The responsibility for this will lie with the nominated officer.

October 2017.