



Equality & Diversity Policy

Introduction

Maidenhead Softball Club recognises the importance of equality within the sports sector and the wider community on behalf of our staff, members and participants. BSUK is committed to help ensure access to our services and activities for any person regardless of individual circumstance or background.

MSC recognises that we live in a diverse society and is fully committed to the principles of equality of access and opportunity and to the elimination of unlawful and unfair discrimination.

Equality of opportunity and diversity is fundamental to our vision and values and are supported by appropriate policies, procedures and good practice. All of our Policies and Procedures have been produced to prevent and tackle any potential or current discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect.

Our Equality Policy sets out a number of proactive steps that will be taken to ensure the principles of equality of access and opportunity are adhered to by the BSUK staff and officials in our work and on behalf of our members.

BSUK will seek legal advice each time the policy is reviewed to ensure it continues to comply with all legislation requirements.

Discrimination, harassment and victimisation

Discrimination can take the following forms:

Direct Discrimination. This means treating someone less favourably than you would treat others in the same circumstances.

Indirect Discrimination. This occurs when a job requirement or condition is applied equally to all, which has a disproportionate and detrimental effect on one sector of society, because fewer people from that sector can comply with it and the requirement cannot be justified in relation to the job.

When decisions are made about an individual, the only personal characteristics taken into account will be those which, as well as being consistent with relevant legislation, are necessary to the proper performance of the work involved.

Harassment is described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be directed towards people because of their gender, appearance, race, colour, ethnic origin, nationality, age, sexual preference, a disability or some other characteristic.

BSUK is committed to ensuring that its employees, members, and volunteers are able to conduct their activities free from harassment or intimidation.

Victimisation is defined as when someone is treated less favourably than others because he or she has taken action against BSUK under one of the relevant Acts/regulations (as previously outlined) or provided information about discrimination, harassment or inappropriate behaviour.

BSUK regards discrimination, harassment or victimisation, as described above, as serious misconduct and any employee, volunteer or member who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action.

Responsibility, implementation and communication



Maidenhead Softball Club

The following responsibilities will apply:

The MSC committee has overall responsibility for ensuring that this Equality and Diversity Policy is followed and to deal with any actual or potential breaches.

The Head of Development is designated by the Board, with support from relevant staff members, to take day-to-day responsibility for implementing the Equality and Diversity Action Plan and this will form part of their work programme.

All employees, volunteers and member organisations have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the Policy and, where appropriate, individual work programmes will be amended to include equity related tasks.

A copy of this document will be available to all MSC members, volunteers, and participants.

MSC will take measures to ensure that its employment practices are non-discriminatory.

A planned approach will be adopted to eliminate barriers which discriminate.

Consultants and advisers used by MSC must be able, where appropriate to demonstrate their commitment to the principles and practice of equity and their willingness to abide by this policy.

The Policy will be communicated in the following ways:

- It will be part of the Employee Handbook and Board resources and reference will be made to it in any codes of practice
- It will be covered in all staff and volunteer induction training
- It will be available on the BSUK website and intranet
- Whenever the policy is reviewed, staff, Board members and volunteers will be encouraged to be part of the review process

Monitoring and Evaluation

The Policy will be reviewed every three years, unless any proposal to the Board, or legislation change, requires an interim review and/or amendment.

The Equality and Diversity Action Plan, created to ensure the intent of this policy is delivered, will be reviewed by the Head of Development, on an annual basis.

As part of the overall strategic plan, the Equality and Diversity Action Plan will be reviewed by the Board on an annual basis and the results will be published both internally and externally.

Disciplinary and Grievance Procedures

To safeguard individual rights under the policy, an employee or volunteer who believes he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate grievance procedure.

Appropriate disciplinary action will be taken against any employee or volunteer who violates MSC / BSUK's Equality and Diversity Policy.

An individual may raise any grievance and no employee, volunteer or participant will be penalised for doing so unless it is untrue and not made in good faith.

As with all grievance procedures, the final point of appeal relating to this policy is the BSUK Board.



Safeguarding

Introduction

Everyone who participates in baseball or softball is entitled to do so in an enjoyable and safe environment. To ensure this, MSC has developed principles that all its staff, volunteers and participants should follow.

These principles apply to all participants, young people are entitled to a higher duty of care and to be protected from poor practice or abuse. Abuse can occur within many situations including the home, school and the sporting environment. Some individuals will actively seek employment or voluntary work with children in order to harm them. BSUK is committed to devising and implementing policies so that everyone in the sport accepts their responsibilities to safeguard children from harm and abuse.

This means following procedures to protect children and to report any concerns about their welfare to appropriate authorities.

Everyone working in baseball and softball, either in a paid or in a voluntary capacity, together with those working in affiliated organisations, has a role to play in safeguarding the welfare of children and preventing their abuse. Anyone may have regular contact with children and be a very important link in identifying cases where a child needs protection. MSC/BSUK advises that coaches of young players be BSUK qualified and Licenced and that in any case they fully accept the Sports Coach UK Code of Conduct which is included in all BSUK Coaching Course Handbooks.

Please refer to the BSUK Website: Welfare Resources for the Joint Safeguarding Policy and Procedures for more detailed safeguarding information.

Policy statement

MSC is committed to the following:

- The welfare of young people is paramount
- All young people, whatever their age, culture, disability, gender, language, racial origin, religious belief and/or sexual identity should be able to participate in Baseball or Softball in a fun and safe environment
- Taking all reasonable steps to protect young people from harm, discrimination and degrading
- Treatment and to respect their rights, wishes and feelings
- All suspicions and allegations of poor practice or abuse will be taken seriously, and responded to swiftly and appropriately.
- All MSC members who work with young people will be recruited with regard to their suitability for that responsibility, and will be provided with guidance and/or training in good practice and safeguarding procedures.
- That all affiliated organisations will similarly accept responsibility for the welfare of the young people in their care in accordance with the MSC/BSUK's policies and procedures, and will incorporate this within their constitutions