



## EQUALITY AND DIVERSITY POLICY

Edinburgh Giants Inclusive Sports Club will continue to build towards a diverse and inclusive culture that recognises and develops the potential of all stakeholders.

We recognise the business benefits and opportunities of having a diverse community of trustees, volunteers and players who value one another and realise the contribution they can make to achieving Edinburgh Giant's vision and mission statements.

Edinburgh Giants is committed to equality, equity, diversity and inclusion in all its activities promoting inclusive processes, practices and culture in line with the equality principles set out in the Equality Act 2010.

We encourage people to recognise and counter discrimination. We will take complaints of bullying, harassment, victimisation and unlawful discrimination by trustees, volunteers, players, spectators, visitors, the public and any others in the course of the organisation's work activities seriously. Including direct or indirect discrimination, discrimination by association, discrimination linked to a perceived characteristic, harassment and victimisation. We will have the processes in place to manage any events that occur of the above nature.

We will remain proactive in taking steps to ensure inclusion and engagement for all the people who work for and with us. This includes promoting equality and diversity for all people, but in particular for those identified in the Equality Act (2010) with the following "protected characteristics":

- age
- disability
- ethnicity (including race, colour and nationality)
- gender
- gender reassignment
- religion or belief
- sexual orientation
- marriage and civil partnership

- pregnancy and maternity

This policy statement applies to all staff, beneficiaries, trustees, volunteers and those with whom we work in partnership.

## **Training**

Edinburgh Giants actively encourage all stakeholders to undertake training that raises awareness of equality issues.

## **Monitoring This Policy**

The impact of this policy will be monitored. This includes attention to our recruitment processes, Edinburgh Giants publicity, referral processes and links with outside organisations and individuals involved in the provision of our services. Every effort will be made to ensure that, in maintaining these links, our policies and priorities are not compromised.

All Edinburgh Giants staff, volunteers and learners are expected to uphold this policy and challenge discrimination. Discriminatory attitudes or behaviour are unacceptable at any time by trustees, staff, volunteers, or learners. Managers will monitor, implement and review the policy.

Breaches of this policy will be regarded as misconduct and could lead to staff disciplinary proceedings, or a volunteer being asked to leave. Breach of this policy by a member/player may result in withdrawal of Edinburgh Giants services.

If you have any concerns about equality and diversity, you should use our Complaints Procedure, available on our website.

## **Limitations**

Edinburgh Giants is a small volunteer run organisation and therefore may not have the capacity to directly implement certain reasonable adjustments. In these cases Edinburgh Giants will work with stakeholders to access appropriate support to assist their involvement in the club.

Edinburgh Giants operates within buildings that are run by other organisations and as such has limited capacity to directly adapt physical spaces. Edinburgh Giants will however work with stakeholders and organisations to agree on and implement appropriate reasonable adjustments.

## **Implementation of This Policy**

Edinburgh Giants recognises the social model of disability and will implement it through their policy and procedures.

Approved by Edinburgh Giants Board of Trustees 12th November 2024