

JULY 2025



WWW.GLASGOWRENSBASKETBALL.COM

# GLASGOW RENS BASKETBALL CLUB

## EQUAL OPPORTUNITIES AND EQUITY POLICY











## 1. Statement of Intent

1.1. Glasgow Rens Basketball Club is fully committed to the principle of equality of opportunity. We are responsible for ensuring that no job applicant, employee, volunteer, trustee, or member receives less favourable treatment on the grounds of age, race, ethnic background, disability, gender, marital or parental status, nationality, religious belief, socioeconomic status, or sexual orientation.

1.2. Glasgow Rens is committed to open access and fair treatment for all who wish to participate in the sport, in line with our charitable purpose of promoting inclusive physical activity and wellbeing.

## 2. Purpose of the Policy

2.1. Glasgow Rens recognises that certain communities have historically been affected by discrimination and may face barriers to participation in sport.

2.2. This policy aims to prevent such discrimination or unfair treatment within our club, for all employees, members, trustees, and volunteers.

## 3. Legal Requirements

3.1. Glasgow Rens complies with the Equality Act 2010 and all relevant legislation relating to discrimination, harassment, and victimisation in Scotland.





## 4. Types of Discrimination

4.1. Discrimination can take the following forms:

### 4.1.1. Direct Discrimination

Treating someone less favourably than others based on a protected characteristic.

### 4.1.2. Indirect Discrimination

Applying policies or practices that appear neutral but disproportionately disadvantage a particular group, and which cannot be justified.

### 4.1.3. Harassment

Unwanted conduct related to a protected characteristic that violates a person's dignity or creates an intimidating or offensive environment. This includes behaviour based on race, disability, age, gender, sexual orientation, or religion.

### 4.1.4. Victimisation

Treating someone unfairly because they have made, or supported, a complaint under equality legislation.

## 5. Implementation

5.1. This policy will be made available to all members, staff, volunteers, and trustees via the club website and at registration.

5.2. All employees, volunteers, and committee members are expected to support, promote, and act in accordance with this policy.

5.3. Glasgow Rens will ensure that its employment, coaching, and volunteering practices are fair and non-discriminatory.

5.4. No applicant will be disadvantaged by requirements or conditions that are not essential to the role.

5.5. Glasgow Rens will take a proactive approach to removing participation barriers.



## **6. Positive Action**

6.1. Glasgow Rens may take positive action to increase representation and opportunity for groups currently underrepresented in our club or sport.

## **7. Monitoring and Evaluation**

7.1. The club will regularly monitor the effectiveness of this policy and the impact of its implementation.

7.2. The Chair has overall responsibility for ensuring this policy is upheld.

7.3. The Club Committee is responsible for addressing any breaches and promoting a culture of inclusion.

## **8. Disciplinary and Grievance Procedures**

8.1. Any individual who believes they have been treated unfairly may raise a grievance through the appropriate procedure.

8.2. Disciplinary action will be taken against any employee, volunteer, member, or trustee found to have breached this policy.

8.3. No one will be penalised for raising a genuine concern or complaint in good faith.





## 9. Policy Review and Revision

9.1. This policy will be reviewed at least once every three years, or earlier if:

- There are changes in legislation or regulatory guidance
- There are significant organisational changes within Glasgow Rens
- A serious breach or concern prompts an early review
- Feedback from members, volunteers, or staff indicates a need for update

9.2. The Club Committee is responsible for ensuring the policy remains current, relevant, and effective.

9.3. All amendments will be recorded in the review log below and communicated to staff, members, and volunteers as appropriate.

