



PANTHERS ELITE NETBALL CLUB SPORTS EQUALITY POLICY

Panthers Netball is committed to ensuring that equality is incorporated across all areas of the club. In doing so it acknowledges and adopts the following Sport England definition of sports equality:

'Sports equality is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.

Panthers Elite Netball recognises its legal obligations under the Equality Act 2010. The Equality Act defines nine protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Not one protected characteristic has a higher priority than any other. Discrimination can be on the grounds of a single protected characteristic or a number of single, but unrelated, characteristics.

It is unlawful to discriminate directly or indirectly in recruitment, employment or in the provision of services because of a protected characteristic

Panthers Elite Netball respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.

Panthers Elite Netball is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.

All Panthers Elite Netball members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.

Panthers Elite Netball will deal with any incidence of discriminatory behaviour seriously, according to club disciplinary procedures.