

Equality, Diversity and Inclusion Policy

North East Fife Basketball Club is committed to creating a safe, welcoming and inclusive environment for all staff, volunteers, members and participants. This commitment is to all, regardless of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, religion or belief, sex or sexual orientation ("Protected Characteristics"). In addition the commitment extends to ensure everyone has the same opportunities regardless of their socio-economic background.

By adopting this Policy, North East Fife Basketball Club is committed to creating a culture that promotes inclusivity, diversity, and respect. We believe that everyone should have the opportunity to participate in and enjoy the benefits of basketball and feel a sense of belonging.

North East Fife Basketball Club will do everything we can to make our club accessible and welcoming to all.

To deliver on this commitment we will:

1. Promote equality, diversity and inclusion by actively supporting or contributing to appropriate measures or initiatives that enable access to basketball by people from any group that is under-represented in the sport and / or has difficulty accessing it.
2. Embrace diversity across our networks: we believe that diversity brings a range of perspectives, experiences, and ideas that enrich basketball making it more inclusive and accessible to more people.
3. Celebrate and support positive role models: we actively support the growth and development of positive role models across different communities and under-represented groups. We utilise our channels to inspire people from different communities to become players, coaches, officials and volunteers.
4. Promote an inclusive culture: we positively promote a culture across the sport where people feel valued, respected, welcomed, included and feel a sense of belonging. We listen to the needs of our community and look for ways to be an ally for any under-represented groups.

5. Monitoring and review: we regularly monitor and review our Equality Policy to ensure that it remains relevant and effective. We take action to address any areas of concern and continually strive to improve our approach to equality, diversity & inclusion.
6. Elimination of discrimination: we take a zero-tolerance approach to discrimination, harassment, victimisation or bullying. We ensure that we meet our legal obligations to protect individuals from discrimination on the grounds of a protected characteristic. We have a clear complaints procedure and reporting procedures in place to deal with any instances of discrimination, harassment, victimisation or bullying. Any complaints will be taken seriously and dealt with promptly and fairly in accordance with the North East Fife Basketball Club disciplinary procedure.
7. Legal obligation: we are committed to avoid and eliminate unfair discrimination of any kind in basketball and will under no circumstances condone unlawful discriminatory practices. In the event that an individual or organisation associated with the North East Fife Basketball Club is subject to allegations of unlawful discrimination in a court or tribunal we will cooperate fully with any investigation carried out by the relevant lawful authorities and, subject to the outcome, may consider taking action in relation to the matter concerned.

Responsibility

8. Responsibility: The North East Fife Basketball Club Committee takes overall responsibility for ensuring that the policy is observed and implemented.
9. Member responsibility: It is a condition of North East Fife Basketball Club membership that individual members commit to act in accordance with this policy and support such measures and initiatives that North East Fife Basketball Club may institute or take part in to advance the aims of this policy.