



Equal Opportunities and Anti Discrimination Policy

South Coast Sports Coaching LTD are committed to eliminating discrimination and encouraging diversity among our workforce. We aim to create an environment that supports all those we work with, including but not inclusive of Coaches, children, young persons and Teachers. We aim to ensure they feel respected and supported to develop.

We endeavour to consider diversity in our service design and delivery, as well as in our employment practice, to ensure we understand and meet everybody's needs and requirements. This may involve us making different decisions or responses to individuals or groups in order to provide accessible services and to promote inclusive environments.

We believe in creating an environment that supports all our coaches. As an equal opportunities employer, we recognise the value of a diverse workforce, including representation and equal opportunities for all regardless of: age; gender; disability; gender reassignment; marriage/civil partnership; pregnancy/maternity; race; religion and belief; and sexual orientation.

We are responsible for setting standards and values to apply throughout the organisation at every level. Sport belongs to and should be enjoyed by everyone, equally. Our commitment is to confront and eliminate discrimination whether by reason of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or disability. Our activities will not discriminate or in any way treat anyone less favourably, on grounds of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

We will not tolerate sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal and will work to ensure that such behaviour is met with appropriate action in whatever context it occurs. We aim to eliminate discrimination whether by reason of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or ability and to encourage equal opportunities.

South Coast Sports Coaching LTD commits itself to the disabled person whenever possible and will treat such members, in aspects of their recruitment and membership, in exactly the same manner as other members, the difficulties of their disablement permitting assistance will be given, wherever possible to ensure that disabled members are helped in gaining access. Appropriate training will be made to such members who request it.

South Coast Sports Coaching LTD is committed to a policy of equal treatment of all members and requires all members of whatever level or authority, to abide and adhere to this general principle and the requirements of the Codes of Practice issued by the Equal Opportunities Commission and Commission for Racial Equality. All members are expected to abide by the requirements of the Race Relations Act 1976, Sex Discrimination Act 1986 and Disability Discrimination Act 1995.

South Coast Sports Coaching LTD commits itself to the immediate investigation of any claims of discrimination on the above grounds and where such is found to be the case, a requirement that the practice cease forthwith, restitution of damage or loss (if necessary) and to the investigation of any member accused of discrimination. Any member found guilty of discrimination will be instructed to desist forthwith.

11 Westingway, Aldwick, Bognor Regis, West Sussex, PO21 2XU



www.southcoastsports.org.uk



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Registered Office & Trading Address: South Coast Sports Coaching Ltd. 11 Westingway, Aldwick, Bognor Regis, West Sussex, PO21 2XU

Company No. 09166959 VAT Registered No. 193872367

South Coast Sports is the trading name of South Coast Sports Coaching Ltd a company registered in England & Wales

Specifically discrimination is prohibited in:

1. Treating any individual on grounds of gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientated or disability less favourably than others.
2. Expecting an individual solely on the grounds stated above to comply with requirement(s) for any reason whatsoever related to their membership, which is different to the requirements for others.
3. Imposing on individual requirements that are in effect more onerous on that individual than they are on others. For example this would include applying a condition (which is not warranted by the requirements of the position) that makes it more difficult for members of a particular race or gender to comply than others not of that race or gender.
4. Victimisation of an individual.
5. Harassment of an individual (which for the purposes of this policy and the actions and sanction applicable thereto is regarded as discrimination).

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