

Equality Policy

The Isle Target Sports Club is committed to encouraging equality and diversity among our membership, and eliminating unlawful discrimination.

The aim is for our membership to be truly representative of all sections of society and for each member to feel respected, valued and included in the club.

The club - in its contact with the public and the wider shooting community - is also committed against unlawful discrimination to members of other shooting clubs and the general public

The policy's purpose is to:

- provide equality, fairness and respect for all of our members
- not unlawfully discriminate because of the characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation
- oppose and avoid all forms of unlawful discrimination.

The organisation commits to:

- encourage equality and diversity in the membership
- create a club environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all members are recognised and valued

This commitment includes reminding and advising the ITSC Committee and the membership about their rights and responsibilities under the equality policy. Responsibilities include officials and members conducting themselves to help the club provide equal opportunities in to the membership, and prevent bullying, harassment, victimisation and unlawful discrimination

All members should understand they, as well as their fellow members and officials, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, against fellow members, visitors, suppliers and the general public

- take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow members, suppliers, visitors, the public and any others people encountered by the club in the course of its activities

Such acts will be dealt with as misconduct under the clubs grievance and/or disciplinary procedures, and any appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal from the club without warning or prior notice

Further, sexual harassment may amount to both a personal rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence

- make opportunities for training, development and progress available to all members, who will be helped and encouraged to develop their full potential, so their talents and abilities can be fully utilised to maximise their enjoyment of shooting sports

- review membership and enrolment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law
- Be aware of the make-up of the membership regarding characteristics such as age, gender, ethnic background, sexual orientation, religion or belief, and disability and further encourage equality and diversity, to meet the aims and commitments set out in this equality policy

Monitoring will also include assessing how the equality policy is working in practice, reviewing it annually, and considering and taking action to address any issues

This equality policy is fully supported by the Chairman and the Committee of the club and has been agreed with the membership at the AGM held.....**Tuesday 30th October 2018**.....

Details of the organisation's grievance and disciplinary policies and procedures can be found in the Club Rules that are provided to members upon joining the club and are also available on the club website or by request from the club Secretary or Membership Secretary.