

Mirfield Petanque Club

EQUITY POLICY

Statement of Intention

The Mirfield Pétanque Club (MPC) is committed to the principles of affording equity, quality of opportunity and fair treatment to all current and future members, at all levels and in all roles, in all aspects of its activities and to ensure that no individual is discriminated against.

Aims

The MPC Equity Policy aims to ensure that the sport of pétanque is equally accessible to all members irrespective of their age, ability, gender, race, ethnicity, colour, religion, faith, political beliefs, sexual orientation or social status.

The format and content of all MPC competitions, regulations and activities will strive to provide equality and equal opportunities for all, except where specific situations and conditions prevent this (see Exemptions).

Discrimination, Intimidation, Harassment and Abuse

The MPC is committed to everyone having the right to enjoy our sport in an environment free from threat of discrimination, intimidation, harassment or abuse. The MPC will deal with any incident of discrimination, intimidation, harassment or abusive behaviour seriously, in accordance with its Disciplinary Policy and Procedures.

Disciplinary Policy and Procedures.

Any offensive behaviour, including racist, sexist or inflammatory remarks, will not be permitted. Anyone behaving in an offensive way or breaking the equity policy may be asked not to attend further meetings or to resign from the club if an apology is not given or the behaviour is repeated. The individual concerned shall have the right to be heard by the management committee, accompanied by a friend, before a final decision is made.

Commitment

The MPC will promote the concepts of equity, equality of opportunity and fair treatment by:

- Monitoring and reviewing all practices and procedures to ensure the Equity Policy aims are implemented and incorporated into the business and sporting activities of the MPC.
- Communicating the Equity Policy to its members, County Regions, Registered Clubs and Affiliated Leagues.
- Ensuring the Equity Policy is available on the MPC website.

Responsibilities

The MPC Management Committee is responsible for ensuring the Equity Policy is followed and for dealing with any allegations of breaches.

All members, County Regions, Registered Clubs and Affiliated Leagues have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of this Equity Policy.

Exemptions

The MPC reserves the right to limit participation in competitions to persons of specific age or gender where this is necessary to ensure equitable and equal competition.

Monitoring and Evaluation

The MPC Management Committee will periodically review the Equity Policy to ensure it remains appropriate and effective and reflects current legislation and best practice. A revised policy will be adopted when and where appropriate.