



EQUAL OPPORTUNITIES POLICY

SPORTITUDE LTD

This policy was adopted by: Sportitude Ltd	Date: 27/7/22
This policy has been reviewed by: Sportitude Ltd	Date: 1/10/24
Policy review due:	Date: 1/10/25
Signed by the company director	Signed: Mark Griffiths





Overview:

Sportitude is committed to being an equal opportunities employer. We treat all staff with respect and consistency. We do not discriminate based on any physical characteristics, religious beliefs, nationality, gender identification, sexuality or similar. This list is considered to be a series of examples and is not exhaustive. This policy sets out to safeguard every protected characteristic.

Expectations of Staff:

Sportitude coaches and support staff are required to treat each other, and all external individuals they work for, or with, in line with our overview statement. All staff, and contractors representing our brand, are answerable to our disciplinary policy. This is available on request.

Definitions of Discrimination:

Direct:

Direct discrimination is when you're treated differently and worse than someone else for certain reasons. The Equality Act says you've been treated less favourably. Direct discrimination can be because of age, disability, gender reassignment, marriage or civil partnership.

Indirect:

Indirect discrimination is when a practice, policy or rule is implemented, which applies to everyone in the same way, but puts certain protected groups at a disadvantage.

Victimisation:

The action of singling someone out for cruel or unjust treatment.

Harassment:

Harassment covers a wide range of behaviours of an offensive nature. It is commonly understood as behaviour that demeans, humiliates, or embarrasses a person.

Disability discrimination:

Disability discrimination is when you are treated less well or put at a disadvantage for a reason that relates to your disability in one of the situations covered by the Equality Act.

Investigating Allegations of Discrimination:

Where an allegation of discrimination is made against a coach or contractor representing Sportitude, this will be treated as a concern in line with our "raising a Concern" and "Grievance and Disciplinary" policies/documentation.