

Pawlett Sports & Playing Field Association 1997

Bullying and Harassment policy and procedures

We believe that our Members, volunteers, guests, staff and visitors should be able to come to take part in sports and social activities and work in an environment that is inclusive, fair and equal and which promotes dignity and respect. Bullying, harassment, victimisation or intimidation of any kind will not be tolerated and we aim to ensure that all club members, officials, employees and volunteers feel able to raise any concerns they may have about any kind of discrimination.

The Equality Act 2010 covers nine protected characteristics which are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

There are different types of discrimination:

Direct discrimination – treating someone differently because of one of the protected characteristics.

Indirect discrimination – a decision which is applied to everyone but puts one group/person at a disadvantage because they have one of the protected characteristics.

Harassment – treating someone in a way that is offensive or hostile or that intimidates, degrades or humiliates them.

Victimisation – targeting someone because they have complained or supported a complaint of discrimination.

We collectively as a club will not tolerate any form of bullying or harassment to anyone involved in the running of the club, its members or visitors and set out our responsibilities as.....

Responsibilities of the Club and Committee

1. We will ensure that this policy is made available to all club members and visiting teams and ensure they are aware of its existence and where to find it.
2. We will respond to any complaint of discrimination quickly and investigate thoroughly.
3. We will take appropriate action where there is any breach or perceived breach including applying members' disciplinary procedures where necessary. Anyone not behaving in an appropriate manner will be asked to leave the site by staff or committee members and their membership if appropriate and access to the pavilion site will be discussed at the next committee meeting. In serious cases an extraordinary committee meeting will be called and the police might be called also. Any information regarding discrimination may be passed to the police if we believe it is contrary to the equality act.

Responsibilities of Club Members

1. Members, their guests and visiting teams/supporters should read and make sure they understand this policy and their responsibilities.
2. Members, their guests and visiting teams/supporters should treat others with respect and dignity and not discriminate against, bully, harass, intimidate or victimise others. This is particularly important where our valued staff are concerned. Anyone not behaving in an appropriate manner will be asked to leave the site and their membership and access to the pavilion site will be discussed at the next committee meeting. In serious cases the Police will be called immediately and an extraordinary committee meeting will be called.

In any case, any information regarding discrimination which we believe is contrary to the Equality Act may be passed to the police.

3. Members, their guests and visiting teams/supporters must not encourage others to discriminate against bully, harass, intimidate or victimise others.
4. Members, their guests and visiting teams/supporters must take action where they see such behaviour occurring. If they feel unable to challenge the behaviour at the time, they should report it at the first opportunity to our staff or a committee member who will take action.