



Banbury Chess Club

Equality and Diversity Policy

Introduction

Banbury Chess Club is an equal opportunity organisation taking into account the diversity within our membership and those we play chess against outside of our membership.

We believe that everyone should be treated equally, regardless of their religion, beliefs, age, gender, race, disability or sexual orientation.

Commitment to Equality and Diversity

The Equality & Diversity Policy requires commitment from everyone within the Organisation. All members have responsibility for the implementation and effective operation of this policy and copies can be obtained from our website at www.banburychessclub.co.uk

This policy and the legislation it represents will be taken into account during the design and development of all of the clubs decisions and undertakings.

Our Responsibilities

As a responsible organisation we ensure that we have a club environment where members feel valued, respected and included. All new members will be made aware of our Equality and Diversity Policy. Harassment, exclusion and bullying will not be tolerated on any level. All members should feel comfortable at club events and always be treated with dignity and respect. We will treat all our social and competition partners with respect, courtesy and consideration at all times.

Members' Responsibilities

All of our members must adhere to and comply with this Policy and the spirit in which it is written.

Members must treat all fellow members and visitors with courtesy, respect and consideration at all times.

If members believe that any form of discrimination is taking place within the club, we expect them to report this to a committee member immediately.

Your Rights & Responsibilities

You can expect to be treated with respect, courtesy and consideration at all times by all members and we expect you to treat ours in the same way.

You will not be discriminated against, or treated less favourably in any way on the grounds of your religion, beliefs, age, gender, race, disability, or sexual orientation.

Objectives of the Policy

No member, prospective member or visitor will receive less favourable treatment or be subjected to any form of discrimination.

All members and visitors will be given the help they need to attain their full potential wherever that is possible.

We strive to access all sections of the community and encourage membership from everyone who seeks social or competitive chess.

Feedback and Complaints

We will deal with any complaints of discrimination quickly and in a constructive manner. Any feedback or complaints that we receive will be dealt with compassionately and, where possible, confidentially.

We appreciate that this can be a difficult subject to raise and individuals may feel uncomfortable or intimidated. We are committed to ensuring that you feel able to come forward without fear.

If you have any concerns, please contact any committee member or team captain.