



EQUAL OPPORTUNITIES POLICY STATEMENT

The Stratford-upon-Avon and District Airgun League (SAGL), inclusive of all registered teams, is an Equal Opportunities Organisation. This means that the Leagues Policy is to ensure that no unlawful discrimination occurs, either directly or indirectly, against any person on the grounds of colour, sex, gender, marital status, age, race, religion or nationality.

Direct discrimination is treating a person on one or more of these grounds less favourably than others are, or would be treated, in the same or similar circumstances.

Indirect discrimination is applying a requirement or condition which, although applied equally to all persons, is such that a substantial proportion of a particular group could not comply with it and which cannot be shown to be justifiable.

Discrimination by victimisation is also recognised as unlawful.

To ensure direct or indirect discrimination is not occurring and to monitor the progress of this policy, Team Captains will be responsible for maintaining standards within the team and will report, where applicable, any issue relating to the ethnic/national origin, gender and disability of team member or prospective team member to the League Committee for further investigation and review.

This policy of equal opportunity and treatment will apply whenever the League or a registered/prospective team, is recruiting, transferring, promoting, assessing performance, disciplining, or offering training or other opportunities for advancement.

SAGL will ensure that the policy is available to all teams by posting on the SAGL web site.

It is the responsibility of each Team Captain, within the League, to ensure that the treatment of team members, and the decisions and approach taken within their own sphere of operations are devoid of discriminatory practices.

Breaches of this policy will lead to disciplinary proceedings and, if appropriate, disciplinary action.

League Officials and Team Captains give full backing to this Policy and support all those who endeavour to carry it out.

On behalf of the officers of the Stratford-upon-Avon and District Airgun League (SAGL)

Reviewed Annually