



Equality and Diversity Policy

1. Policy Objectives

1.1. Bury Defence Academy is fully committed to the principles of equality of opportunity and is responsible for ensuring that no job applicants, employees, workers, office holders, volunteers, participants or members (together "Stakeholders") are unlawfully discriminated against because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (together the "Protected Characteristics").

1.2. Bury Defence Academy recognises that we live in a diverse society and will endeavour to ensure that all Stakeholders are given the same opportunities regardless of their socioeconomic backgrounds.

1.3. Bury Defence Academy will encourage partner organisations, including member clubs, affiliated associations, suppliers, sponsors and customers, to adopt and demonstrate their commitment to the principles and practice of equality as set out in this Equality Policy.

2. Purpose of the Policy

2.1. Bury Defence Academy recognises that individuals (and/or certain groups in our society who share one or more Protected Characteristics) may not have been able to participate equally and fully in sports related activities (e.g. training, competing, refereeing, organising, volunteering, coaching, selecting, etc.) in the past. In some instances this may have been as a result of unlawful discrimination.

2.2. This Policy has been produced to try to prevent and address any unlawful discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against Stakeholders that may preclude them from participating fully in sports related activities.

3. Legal Requirements

3.1. Bury Defence Academy is required by law not to unlawfully discriminate against its Stakeholders and recognises its legal obligations under, and will abide by the requirements of, the Equality Act 2010, and any equivalent legislation (as amended) in Scotland, Northern Ireland, Wales and England and any later amendments to such legislation or subsequent equality related legislation that may be relevant to Bury Defence Academy.

3.2. Bury Defence Academy will seek advice each time this Policy is reviewed to ensure it continues to reflect the current legal framework and good practice.

4. Discrimination, harassment, bullying and victimisation

Bury Defence Academy recognises the following as being unacceptable:

4.1. Unlawful discrimination which can take the following forms:

4.1.1. Direct Discrimination: treating someone less favourably than you would treat others because of a Protected Characteristic.

4.1.2. Indirect Discrimination: applying a provision, criterion or practice which, on the face of it, applies equally to all but which, in practice can disadvantage individuals with a particular Protected Characteristic. Such requirements or conditions are lawful only if they can be objectively justified.

4.2. Harassment: engaging in unwanted conduct relating to a relevant Protected Characteristic or unwanted conduct of a sexual nature where the conduct has the purpose or effect of violating the recipient's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient, or any other individual affected by such conduct. Bury



Defence Academy is committed to ensuring that its Stakeholders are able to conduct their activities free from harassment.

4.3. Bullying: the misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence.

4.4. Victimisation: subjecting someone to a detriment because he or she has in good faith taken action under the Equality Act 2010 (or equivalent legislation) by bringing proceedings, giving evidence or information in relation to proceedings, making an allegation that a person has contravened the Equality Act 2010 (or equivalent legislation) or doing any other thing for the purpose of or in connection with the Equality Act 2010 (or any equivalent legislation).

4.5. Bury Defence Academy regards discrimination, harassment, bullying or victimisation, as described above, as serious misconduct. All complaints will be taken seriously and appropriate measures including disciplinary action may be brought against any Stakeholder who unlawfully discriminates against, harasses, bullies or victimises any other person. Note: to reduce the length of this policy, the definitions in 4.1-4.4 may be contained elsewhere, in which case the wording of 4.5 will need to change slightly.

5. Reasonable Adjustments

5.1. When any decision is made about an individual, the only personal characteristics that may be taken into account are those that are consistent with any relevant legislation and are relevant to the substance of the decision being made.

5.2. Bury Defence Academy recognises that it has a duty to make reasonable adjustments for disabled persons. Bury Defence Academy will consider all requests for adjustments and where possible will accommodate reasonable requests and will work with Stakeholders to implement any adjustments that will enable them to participate more fully in sports related activities.

6. Responsibility, implementation and communication

6.1. The following responsibilities will apply:

6.2. The Trustees of Bury Defence Academy are responsible for ensuring that this Equality Policy is implemented, followed, and reviewed when appropriate. The Trustees are also responsible for ensuring that this Equality Policy is enforced and any breaches are dealt with appropriately.

6.3. A Trustee will be appointed as the "Equality Champion" and will ensure that equality is included as an agenda item at Trustee meetings when appropriate and that Trustees take equality issues into consideration when making decisions.

6.4. The Chairman has the overall responsibility for the implementation of this Equality Policy.

6.5. The Club Secretary will have overall day-to-day responsibility for the implementation of this Equality Policy and for achieving any equality related actions resulting from it.

6.6. All Stakeholders have the responsibility to respect, follow and promote the spirit and intentions of this Equality Policy.

6.7. Bury Defence Academy will regularly review its employment practices to ensure continuing compliance with relevant legislation, and where possible good practice.

6.8. No applicant for any post (including job applicants, consultant advisers and suppliers) will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unlawful discrimination.

6.9. All Bury Defence Academy stakeholders (including service users, employees, volunteers and trustees) must abide by the equality policy.



6.10. The Equality policy will be communicated to all stakeholders and where necessary, training will be provided.

7. Actions / Monitoring

7.1. The Equality Policy will be reviewed by Trustees every 3 years.

7.2. This Equality Policy will remain in force until it is amended, replaced or withdrawn.

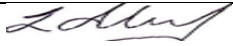
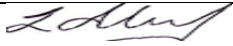
8. Complaints Procedure

8.1. Any Stakeholder who believes they have suffered inequitable treatment within the scope of this Equality Policy may raise the matter through the appropriate procedure (i.e. the complaints procedure).

8.2. Appropriate disciplinary action will be taken against any Bury Defence Academy Stakeholder who violates this Equality Policy under the complaints / disciplinary procedure.

8.3. An individual raising a grievance will not be penalised for doing so unless it is untrue and not made in good faith.

8.4. The equalities champion is responsible for investigating violations of the Equality Policy.

Dates	Name	Signed
01/06/2022	Ifti Ahmed (Chairman)	
Reviewed 01/06/2023	Ifti Ahmed (Chairman)	
01/04/2024		