**East Lancs Paper Mill Rounders Team Equality & Diversity Policy statement**

ELPM Rounders Team is committed to ensuring that existing members, volunteers, players and spectators, are treated fairly in an environment which is free from any form of discrimination.

This policy refers to, but is not limited to, nine of the protected characteristics as outlined by the Equality Act 2010, which are:

* Age
* Disability
* Gender reassignment
* Marriage and civil partnership
* Pregnancy and maternity
* Race (includes colour, nationality and ethnic origins)
* Religion and or belief
* Sex
* Sexual orientation

In addition, everyone must be treated fairly in an environment which is free from any form of discrimination with regard to caring responsibilities, part-time employment, membership or non-membership of a trade union or spent convictions.

All related policies, practices and procedures are applied impartially and objectively. Equality of opportunity to all is essential and we provide committee members, volunteers and staff with the opportunity to develop and realise their full potential.

The organisation works towards achieving a diverse workforce at all levels. The committee members of the organisation/group can work in an atmosphere of dignity and respect.

**Reporting Concerns**

Any person who raises concerns will be given full anonymity if requested and will be treated with respect. Their concerns will be discussed with the committee and responded to accordingly.

The Equality and Diversity policy provides a clear framework for translating our policy into action. It outlines the responsibilities of all those involved in the working of our Club.

Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Kerry Hewart \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Jenny Taylor

 \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Rebekka Depledge \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Tracy Stanbank

Dated: November 2017

Reviewed: September 2021