



Equal Opportunity Policy

AFFILIATED TO THE LONDON FOOTBALL ASSOCIATION

Produced on JULY 2009

“Equal opportunity is about fair treatment to all people regardless of any discriminative factors. The club should endeavour to make activities accessible to all who show interest and also to actively promote inclusion”

“Sports should be enjoyed by all and made available to anyone who shows interest in the pursuit of developing their physical and mental social skills.”

Lotus Sports Club is committed to providing services that enhance children and young people's learning. The club constantly reviews staff and members ability to be inclusive and not in any way move away from the fundamental elements of learning. The club thrives on not only developing active members but also include people from the community to take part in coaching roles and to assist where possible. As a community service provider the club ensure that coaches are trained to abide by the principles and practice of equal opportunities and to demonstrate equity in their work with children and young people.

1. Aims

Lotus Sports Club aims to:

- a. Lotus Sports is committed to providing coaching opportunity to the mass rather than the few.
- b. Promote a mix of employees and ensure that all people are provided fair opportunities, regardless of their race, sex/gender, disability, age, sexual orientation, social or economic background.
- c. Celebrate difference and diversity of provision as a means of creating entitlement and accessibility to our structures.
- d. Promote equal opportunity by recognising that people are different and therefore require different provision for access and learning at their own pace.
- e. Lotus sports will make every effort to consult with the community in order to respond to the diversity and create partnerships, where possible, to address inclusion and cohesion.
- f. Lotus Sports wants equal chances for everyone that participates in activities run by the club, to learn in an environment free from discrimination and victimisation.

This policy applies to all staff, volunteers, management committee members, users and the general public

2. Lines of responsibility

Lotus Sports will adopt clear lines of responsibility between staff and various sections of the organisation in order to prevent any misunderstanding of the clubs equal opportunities policy.

3. Recruitment and Selection

Ensure that all employees are recruited and promoted on the basis of ability and other objective relevant criteria.

Work towards ensuring that through recruitment that its workforce better represents the community it serves.

Be committed to equality of opportunity for all people and protect against all forms of discrimination.

4. Staff Development

In our training and development, we will strive to ensure that they:

- a. Establish and implement professional and ethical values and practice.
- b. Promote and apply the principles and practices of equal opportunities.
- c. Promote positive images of people with special needs.
- d. Have a commitment to providing entitlement and access to all their professional activities.
- e. Encourage high expectations and standards of achievement from all coaches on their teaching.
- f. Involve everyone in meaningful and appropriate activity to ensure a quality experience.
- g. Help everyone to achieve their full potential.
- h. Ensure that all employees are developed by the provision of appropriate and accessible learning opportunities in line with organisational needs.
- i. Include equalities training as part of its induction programme.

5. Officials and administrators

In our involvement of officials and administrators we will expect them to:

- a. Adopt, promote and practice the values of the club and the association they are registered to.
- b. Ensure that participation can be enjoyed by all.
- c. Provide meaningful and appropriate experiences which recognise and value the diversity of the participants.
- d. Actively encourage the participation and involvement of people from disadvantaged groups of the community.

6. Policy into Practice

The club management committee will seek to conduct annual workshops to review the clubs equal opportunity policy and to implement changes that for the improvement of the service that the club offers.

Ensuring that Management committee, volunteers and users are made aware, understand, agree with, and are willing to implement, this policy. All staff and volunteers will be given a copy of this policy as part of their induction.

Actively encouraging staff, management committee and volunteers to participate in anti-discriminatory training, and making time and resources available for such training.

Monitoring the services, publicity and events provided by the organisation, to ensure that they are accessible to all sections of the population and do not discriminate.

7. Policy Development

Lotus Sports will strive to continually review and update the clubs equal opportunity policy to ensure that falls within the guidelines set by government, governing sports bodies

8. Monitoring and evaluation

Continually monitor its workforce profile against the community profile in order to incorporate staffing that reflects of the community it serves.

Specifically monitor recruitment, promotion and training opportunities of staff and members.

Conduct surveys and evaluations with members as to their perception of the club and to receive feedback on how the club can improve upon existing service, within a realistic and fair context.

Management committee to arrange for the production of an annual report that documents staff and members overall satisfaction with the equal opportunities policy.

Continue to review its monitoring processes to comply with changes in legislation.