



Equality, Diversity & Inclusion Policy (2026/27)

1. Policy Statement

London Mavericks Netball Club is committed to creating an inclusive, respectful and high-performing environment where all individuals are treated with dignity and fairness.

We will take all reasonable steps to prevent discrimination, harassment and victimisation in accordance with the Equality Act 2010 and emerging duties under UK employment law (including strengthened obligations to prevent harassment from 2026).

2. Scope

This policy applies to all employees, players, volunteers, contractors, supporters, partners and anyone engaging with London Mavericks activities.

3. Legal Framework

This policy operates in line with:

- Equality Act 2010
- Employment Rights developments (2025–2026)
- Protection from Harassment Act 1997
- Relevant safeguarding legislation

We recognise our duty to take all reasonable steps to prevent unlawful discrimination and harassment, including from third parties.

4. Protected Characteristics

We will not discriminate on the basis of:
age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

5. Types of Unacceptable Conduct

Prohibited behaviour includes:

- Direct discrimination
- Indirect discrimination
- Harassment (including sexual harassment)
- Victimisation
- Bullying (including gaslighting or exclusion)

This includes behaviour in person, online, and via social media.

6. Responsibilities

Board and CEO:

Responsible for leadership, compliance and culture.

Managers and Coaches:

Responsible for implementation, monitoring behaviour and taking action.

All Individuals:

Must behave respectfully and report concerns.

Failure to comply may result in disciplinary action.

7. Reporting Concerns

Concerns can be raised through:

- Line manager
- CEO
- Safeguarding Lead
- Whistleblowing Policy

All reports will be taken seriously, investigated and handled confidentially.

8. Third Party Behaviour

We take reasonable steps to protect staff and participants from harassment by supporters, partners or external stakeholders.

Sanctions may include removal from events or termination of relationships.

9. Recruitment and Employment

All decisions relating to recruitment, promotion, pay and development will be based on merit and objective criteria.

Reasonable adjustments will be made where required.

10. Monitoring and Data

We may collect anonymised diversity data to monitor inclusion and improve practices.

All data will be handled in accordance with data protection laws.

11. Training and Awareness

All staff and volunteers will receive appropriate training on equality, diversity and inclusion.

Leaders will be accountable for embedding inclusive behaviours.

12. Breaches

Any breach of this policy may result in disciplinary action, up to and including dismissal, removal or banning from club activities.

13. Review

This policy will be reviewed annually.

Effective: March 2026

Review: March 2027