



Equal Opportunities Policy (2026/27)

1. Policy Statement

London Mavericks Netball Club is committed to providing equal opportunities and ensuring that no individual is subject to discrimination, harassment or victimisation.

We aim to create an inclusive environment where everyone is respected and able to perform at their best.

This policy aligns with the Equality Act 2010 and reflects strengthened employer duties (including the duty to take reasonable steps to prevent harassment).

2. Scope

This policy applies to all employees, workers, players, volunteers, contractors, applicants and stakeholders engaging with London Mavericks Netball Club.

3. Legal Framework

This policy operates in accordance with:

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

The Club will take all reasonable steps to prevent discrimination, harassment and victimisation.

4. Protected Characteristics

The Club 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 Discrimination

Direct discrimination: treating someone less favourably.

Indirect discrimination: policies disadvantaging certain groups.

Harassment: unwanted conduct creating a hostile environment.

Victimisation: treating someone unfairly for raising concerns.

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

6. Responsibilities

Board and CEO:

Responsible for leadership, compliance and oversight.

Managers:

Responsible for fair decision-making, addressing issues and ensuring compliance.

All Individuals:

Responsible for treating others with respect and reporting concerns.

7. Recruitment and Employment

All recruitment, promotion and development decisions will be based on merit.

Reasonable adjustments will be made for individuals with disabilities.

No unlawful discrimination will occur at any stage of employment.

8. Training and Development

All staff will have equal access to training and development opportunities.

Managers are responsible for ensuring fair access and participation.

9. Reporting Concerns

Concerns should be raised via line managers, senior leadership or formal grievance procedures.

All concerns will be treated seriously, investigated promptly and handled confidentially.

10. Breaches

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

11. Monitoring

The Club may monitor workforce diversity data to assess effectiveness and support inclusion.

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

12. Review

Effective: July 1st 2026

Review: July 1st 2027