

# Equality and Diversity Mission Statement

Sports Chaplaincy UK are an organisation which recognises the contribution of all our employees, members and member organisations. Our aims are to be supportive, fair, just and free from discrimination. In line with these objectives, we will challenge discrimination based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation; actively promote equality and diversity; and ensure that the legislation and policy requirements and characteristics of equality and diversity are implemented into all our working practices.

## Action

Our vision for equality and diversity goes beyond establishing processes to achieve change. As part of our interaction with our employees, members and member organisations we will endeavour to be pro-active and monitor progress made towards meeting our objective to encourage diversity and eliminate unfair treatment and discrimination

## Discrimination and Victimisation

In regard to discrimination and victimisation:

We respect and uphold the dignity of all our employees, members and member organisations and value the contribution they make. We are committed to promoting an environment that is free from bullying and harassment and where everyone is treated with dignity.

## Accessibility

Sports Chaplaincy UK's vision is to eliminate discrimination and promote equality of opportunity, we are actively working to increase and improve the usability and accessibility of our organisation's support and resources and in doing so aim to meet our legal, moral and ethical responsibilities and accountability.

## Employment/Volunteers

In regard to employment/Volunteers:

- We will not discriminate on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation in the allocation of employees/volunteers employed in any post.
- All employees/volunteers will be considered solely on their merits with equal opportunities for all.
- We will develop employees/volunteers in order that they understand the context of and the specific issues influencing equality and diversity.

**Please ensure that you have had sight of, or a copy of, your sport's National Governing Body Equality and Diversity Policy or your sport's Club's own policy and procedure**