



CENTRAL LONDON LACROSSE EQUITY POLICY + CODE OF CONDUCT

EQUITY VISION FOR LACROSSE

Central London Lacrosse Club as a member of England Lacrosse is fully committed to supporting the principle and practice of equity. No participant, volunteer, job applicant or employee will receive less favourable treatment on the grounds of age, gender, parental or marital status, colour, race, religious belief, ethnic origin, disability, social status or sexual preference or will be disadvantaged by conditions or requirements that cannot be shown to be relevant to performance. Central London Lacrosse Club as a member of England Lacrosse and its partners in the sport of Lacrosse are united in encouraging all involved in the game to adopt this vision for equity.

EQUITY IN ENGLAND LACROSSE

Central London Lacrosse Club as a member of England Lacrosse will advocate and implement through its policies that every effort will be made to ensure that all Lacrosse activity has equity embedded at its core. This will be demonstrated in employment, membership and provision of opportunities to participate as a player, educator, administrator, officiator and volunteer.

Please see England Lacrosse Equity Action Plan available in this section of the web site www.englishlacrosse.co.uk

PURPOSE OF THE EQUITY POLICY FOR LACROSSE

Central London Lacrosse Club as a member of The England Lacrosse Association (ELA) recognises that certain sections of the community have been affected by past discrimination and may be denied the opportunity to participate equally and fully in sport at all levels.

This policy has been produced to prevent and tackle any potential or current discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against its employees, members and volunteers.

Central London LACROSSE CLUB LACROSSE EQUITY POLICY

Central London Lacrosse Club as a member of England Lacrosse will:

- Produce and maintain an action plan to ensure the intent of this policy is delivered.
- Ensure open access to all its services such that no individual or group is discriminated against in their pursuit of involvement in Lacrosse or its administration because of any personal characteristic other than those necessary for the proper performance of the roles involved.

- Recognise that, in some cases, to achieve the principle of equity, unequal effort is required and, if appropriate, will take positive action to tackle under representation.
- Select, recruit promote and train personnel working for or on behalf of England Lacrosse solely on the basis of merit and ability, making reasonable adaptations to facilities or equipment and providing individual training where necessary.
- Ensure that affiliated clubs and individuals working within these organisations as employees or volunteers have access to and be recommended to, incorporate, relevant guidance in pursuit of this commitment to equity.
- Ensure that all parties having business with England Lacrosse and all key stakeholders are made aware of the policy.
- Recognise its legal obligations under the following acts:

The Equal Pay Act 1970

Rehabilitation of Offenders Act 1974

The Sex Discrimination Act 1975, 1986, 1999

The Race Relations Act 1976 and Race Relations (Amendment) Act 2002

The Disability Discrimination Act 1995, Parts 1-4

Protection from Harassment Act 1997

Protection of Children Act 1999

Human Rights Act 1998, in force 2000

Employment Equity (sexual orientation) Regulations 2003

Employment Equity (religion and belief) Regulations 2003

Children Act 1998, 2004)

Civil Partnership Act 2005

Equity Act 2010

Any later amendments to the above acts/ regulations or future acts/regulations that are relevant to the ELA

- Monitor and evaluate the policy, practices, procedures and operations on an ongoing basis and inform its counties/territories, clubs, employees and volunteers of their impact. Results of any equity monitoring will also be published in the Annual Report of the ELA to its membership at the Annual General Meeting.
- Ensure the action plan and intent of this policy are resourced and delivered. Progress will be reviewed and monitored by the Chief Executive and the member of staff with responsibility for equity implementation on a quarterly basis. All staff members and volunteers will have the opportunity to be part of the review process.
- Ensure the equity plan becomes part of the overall business plan and as such will be reviewed by the Board on an annual basis.
- Not tolerate prejudice against any group or individual and take action to prevent unfair treatment of or discrimination, intentional or unintentional, direct or indirect, against its employees, members or volunteers.
- Ensure that policies and procedures for all equity strands i.e. people with a disability, women and girls, people from ethnic minority groups and young people are developed by the relevant committees and staff of England Lacrosse and endorsed by the Executive Committee.

DISCRIMINATION, HARASSMENT AND VICTIMISATION

Direct discrimination occurs when someone is treated less favourably than another when all other circumstances are the same.

Indirect discrimination is evident when, intentionally or not, a requirement or condition is applied which disproportionately and detrimentally affects one sex, race or other group more than another when the requirement has no justification.

When decisions are made about an individual, the only personal characteristics taken into account will be those which, as well as being consistent with relevant legislation, are necessary to the proper performance of the work involved

Harassment is inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be directed towards someone because of their age, gender, sexuality, ethnicity, disability or some other characteristic.

Central London Lacrosse Club as a member of the ELA is committed to ensuring that its employees, members, participants and volunteers are able to conduct their activities free from harassment or intimidation.

Victimisation occurs when someone is treated less favourably than others because he or she has taken some action, provided information or supported someone else in taking action against the Association under one of the relevant Acts listed in this Equity Policy.

Disciplinary action against discrimination, harassment and victimisation.

In pursuance of this policy, Central London Lacrosse Club as a member of England Lacrosse reserves the right to discipline any of its employees, members or volunteers who practise any form of discrimination on the grounds of age, gender, ability, ethnicity, race, religion, creed, colour, parental or social status, or sexual orientation. In such cases, the disciplinary and grievance procedures of the Association will be followed as in Article 19 of England Lacrosse Constitution (January 2004 version).

(Article 19 will be reviewed as part of the new policy and action plan and the constitution amended in light of that review).

ORGANISATIONAL RESPONSIBILITIES

The Chief Executive has overall responsibility for the implementation of this policy throughout the organisation, with day-to-day responsibility held by the Equity Officer.

The policy and implementation plan documents will be available to all staff, members and volunteers of the ELA via the website, so ensuring communication to all.

The policy will be part of the staff handbook and reference will be made to it in any codes of conduct and it will specifically itemised in staff and volunteer induction programmes.

The Equity Officer will ensure that all staff members will have the necessary training to ensure effective understanding of the issues and implications involved in the equity policy and implementation plan.

The Equity officer will ensure that the equity policy and its implementation plan is a regular agenda item at staff meetings.

The Equity Officer will ensure that all staff members will have work programmes reviewed with reference to their specific responsibilities in the communication and delivery of the policy and implementation plan.

The Equity Officer will ensure that all staff members will have the delivery of the equity implementation plan embedded in their annual reviews.

The Equity Officer will ensure that all key volunteers will have access to the necessary training to ensure effective understanding of the issues and implications involved in the equity and diversity policy and implementation plan.

The Equity officer will ensure that the equity policy and its implementation plan is an agenda item at all technical committee meetings and a regular agenda item at Executive meetings.

REVIEW OF THE EQUITY POLICY AND IMPLEMENTATION PLAN

The ELA, through the Equity Officer, will develop links to individuals and specific organisations to form a consultative group to advise and review the equity policy and implementation plan on a regular basis.

The ELA will review the equity policy on an annual basis and make any constitution recommendations to the annual general meeting of the organisation.

The equity policy and implementation plan review will be addressed at the Executive committee prior to the annual general meeting

The equity policy and implementation plan review will be addressed formally at the technical committee meeting held annually in January, using advice from the consultative committee.

The policy and implementation plan review will form part of the annual appraisal for all staff.

WHISTLE BLOWING

Where a person wishes to make a complaint about prejudice, discrimination, victimisation or harassment by a member of England Lacrosse or its nominated committees they should contact the Equity Officer at the England Lacrosse Association:

England Lacrosse, Rowsley Street, Manchester, M11 3FF

Tel: 0161 974 7757

Email: info@englandlacrosse.co.uk

Child Protection Policy Statement

Please see Child Protection policy for full details.

Central London Lacrosse Club is committed to creating and maintaining the safest possible environment for children / young people to play sport.

We do this by:

- Recognising that all children have the right to freedom from abuse and harm
- Ensuring that all our staff and volunteers are carefully selected and vetted, have the relevant qualifications and experience, and accept responsibility for helping to prevent the abuse of children in their care
- Responding quickly and appropriately to all suspicions or allegations of abuse Providing parents/carers, children / young people with the opportunity to voice any concerns they may have
- Adopting disciplinary measures and sanctions which are non-violent and do not impose humiliation
- Appointing a Named Child Protection Officer who takes specific responsibility for children's and young people's protection, safety and well-being
- Reviewing the effectiveness of the Club's Child Protection Policy and Procedures
- Working with external agencies, for example, England Lacrosse Association, Children's Social Services, police, to ensure, as far as is possible, that children / young people are protected
- Not tolerating bullying. Incidents of bullying will be investigated and treated seriously. Action will be taken to stop the bullying.

Code of Conduct

Central London Lacrosse endorses the RESPECT Code of Conduct of the England Lacrosse Association.

Code of Conduct for Players:

- Learn and play by the rules
- Respect coaches, team-mates, opponents, officials and their decisions. Treat officials, as you would expect to be treated by them.
- Play for fun and enjoyment
- Be a good sport; win with modesty, and lose with dignity Always arrive in good time for training and matches
- Always bring and wear the correct kit for games
- Goal keepers must always be fully kitted as laid down in FIL rules
- Always warm up and cool down properly

- Inform the coach or manager of any injury sustained as soon as possible during training or a match
- Always inform the coach or manager in specified time if you are unavailable for any match.
- Under 18s are not permitted to smoke, consume alcohol or take drugs of any kind on the club premises, whilst travelling to away matches or whilst representing the club at competitions.

Code of Conduct for Parents/Carers/Spectators

- Encourage your child to learn the rules and play within them
- Discourage unfair play and arguing with officials
- Help your child to recognise team performance, not just results
- Never force your child to take part in sports
- Set a good example by recognising fair play and applauding the good performances of all
- Never punish or belittle a child for losing or making mistakes
- Publicly accept officials' decisions and judgements.
- Support your child's involvement and help them enjoy their sport.
- Ensure that your children are suitably dressed, warm clothes and gloves in winter and bring plenty of water during summer.
- Use correct and proper language at all times.
- Provide officials with emergency contact details if you are not present at the game.
- Offer to assist with driving/umpiring etc if you are able
- Parent/carers MUST accompany their children to the playing area and ensure that the officials are present and not leave until they do.
- Never condone rule violations, rough play or the use of prohibitive substances.

Code of Conduct for Coaches, Managers and Volunteers.

All coaches, managers and volunteers shall comply with and promote good ethical conduct and practice. The club is required to undergo a CRB certificate for all adults working with Children.

In particular they will

- Arrive before children and in plenty of time to set up activities and ensure safety
- Respect the rights and worth of every person. They must treat everybody as equals
- Ensure Blackheath players respect their opponents and officials
- Put the players' well-being and safety before the development of performance.
- Follow all guidelines laid down by ELA and FIL
- Encourage good sportsmanship and the Value of teamwork
- Develop an appropriate working relationship with players based on mutual respect and trust.
- Never exert influence to obtain personal benefit or reward
- Never punish or belittle a child for losing or making mistakes.

- Encourage and guide players to accept responsibility for their own behaviour and performance
- Not to use or tolerate inappropriate language
- Never condone rule violations, rough play or the use of prohibitive substances
- Ensure the activities that they direct are appropriate for the age, experience and ability of the individuals
- Promote the positive aspects of Lacrosse (e.g. fair play) and never condone rule violations or the use of banned drugs
- Set a good example by displaying consistently high standards of behaviour and appearance.
- Be responsible for players in their care until they have safely left the field
- Coaches must have the appropriate valid coaching qualifications and insurance cover.
- Complete the forms for CRB registration if requested to do so.