



Tynedale Archers adopts and adheres to all relevant Archery GB policies with regards to equality.

Statement

We recognise the following as being unacceptable.

1. Unlawful discrimination which can take the following forms:
 - a. Direct Discrimination: treating someone less favourably than you would treat others because of a Protected Characteristic.
 - b. Indirect Discrimination: applying a provision, criterion or practice which, on the face of it, applies equally to all but which, in practice can disadvantage individuals with a particular Protected Characteristic. Such requirements or conditions are lawful only if they can be objectively justified.
 - c. Harassment: engaging in unwanted conduct relating to a relevant Protected Characteristic or unwanted conduct of a sexual nature where the conduct has the purpose or effect of violating the recipient's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient, or any other individual affected by such conduct. Archery GB is committed to ensuring that its Stakeholders are able to conduct their activities free from harassment.
 - d. Bullying: the misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence.
 - e. Victimisation: subjecting someone to a detriment because he or she has in good faith taken action under the Equality Act 2010 (or equivalent legislation) by bringing proceedings, giving evidence or information in relation to proceedings, making an allegation that a person has contravened the Equality Act 2010 (or equivalent legislation) or doing any other thing for the purpose of or in connection with the Equality Act 2010 (or any equivalent legislation).

Tynedale Archers regards discrimination, harassment, bullying or victimisation, as described above, as serious misconduct. All complaints will be taken seriously and appropriate measures including disciplinary action may be brought against any Stakeholder who unlawfully discriminates against, harasses, bullies or victimises any other person.

The Chairperson is responsible for this policy including ensuring that this Equality Policy is followed, and they have the overall responsibility for the monitoring, evaluation, and implementation of the policy.

The approved statement / policy will apply for three years before a formal review is conducted, unless there are changes to legislation that make it necessary to update it before this.

The Committee will review systems, policies, and practice to initiate change and develop good practice. Changes to the Policy/statement will be consulted on and approved by the committee.

Tynedale Archers will safeguard individual rights under the policy, a volunteer or member who believes he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate procedure.

Tynedale Archers is committed to equality and that commitment is communicated to all members and volunteers. It is clear about what it needs to do to achieve equality, and understands the issues and barriers faced by under-represented groups in sport.

Tynedale Archers will strive to increase opportunities for participation and involvement by a diverse range of people. Leadership, including coaches and officials as well as participants are offered a fair and equal opportunity and are reflective of the community Tynedale Archers serves. Equality is central to the way an organisation carries out all its work.