



Archers Basketball Equity Policy Statement

Cardiff Met Archers Basketball Club (the Archers) aims to grow and sustain our sport and ensure it is inclusive and accessible to every community. Working together we will develop and implement practices that proactively grow our sport by welcoming difference and accepting diversity.

It is the aim of the Archers in its relationships with its members, staff, volunteers and in the provision of its services, not to disadvantage any individual by imposing any conditions or requirements which cannot be justified.

The Archers respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, gender reassignment, race, ethnicity, religious belief, sexual orientation, marital or civil partnership status, pregnancy or maternity, or social/economic status. The Archers is committed to ensuring that all have a genuine and equal opportunity to participate in basketball at all levels and in all roles, within the structure and remit of the organisation. In doing so it acknowledges and adopts the following definition of sports equity:

Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society, whatever their age, ability, gender, gender reassignment, race, ethnicity, religious belief, sexual orientation, marital or civil partnership status, pregnancy or maternity, or social/economic status.

The Archers is committed to being respectful of others, respectful of individual difference based on any characteristic, and everyone having the right to enjoy their sport in an environment free from threat of discrimination, intimidation, harassment and abuse.

It is expected that all staff, players, parents, coaches, officials, support staff and volunteers who work on behalf of, represent or engage with the Archers will adhere to the principles of this Policy. All Club members have a responsibility to challenge discriminatory behaviour and promote equality of opportunity.

The Archers will deal with any incidence of discriminatory behaviour seriously, according to our disciplinary procedures.

Policy completed Sept 2016 by Lucy Witt. Reviewed Sept 2021.

Refer to Basketball Wales Equality & Diversity Policy for National Guidance.