

Equal Opportunities Policy

The John Warner Sports Centre, under the auspice of the Borough of Broxbourne, seeks to ensure that there is equality of access across the range of its service both as an employer, provider and a facilitator to participating in Sport and Leisure. All those involved in creating opportunities for participation through the excellence will be sensitive to the needs and aspirations of all individuals regardless of:-

Age
Disability
Employment Status
Ethnic or national origins race or colour
Gender / gender reassignment
Marital Status
Religious beliefs
Responsibilities for children or dependents
Sexuality
Social class
Trade Union Activities

The Centre recognising that Sport should be made accessible to everyone will seek to ensure

- That all individuals can access their chosen activity and develop at a rate appropriate to them
- That all individuals are treated equally and fairly when registering on to a session / course taking into account pre requisite requirements.
- That there is a fair course of action in the event an individual wishes to register a complaint

The Borough of Broxbourne as an employer will

- Ensure that all current and prospective employees enjoy real equality of employment opportunity (subject only to legal restrictions), irrespective of age, sex, marital status, disablement, race, colour, creed, national origin or sexual orientation, religion or belief.
- Assist all employees to realise their potential by ensuring they receive fair consideration of their training and career development needs
- Where possible take action to reduce possible barriers
- Maintain records in recruitment, training and employment and use this information to identify and areas of inequality
- Require all our employees to act in accordance with the policy. All actions contrary to the policy will be subject to disciplinary action.

In practice this means that the onus for equal opportunities is central to the way we carry out any function in our service (i.e. policy making, service, delivery, regulation and enforcement and employment practice). It is the responsibility of all staff to assist in the discharge of this duty.

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Author	L Donovan	Authorised by:	
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