



SAFEGUARDING POLICY AND THE NEXT STEP

At the last AGM and the subsequent Executive Committee Meeting the Club safeguarding policy was unanimously adopted. Agreement was also reached to further develop the essential Equity and Diversity part of the Policy in order that both should reflect and shape the values of the Club and its members.

Currently, we are “behind the curve” compared to England Squash and other affiliated Clubs, therefore developing and adopting an Equity and Diversity policy is extremely important, particularly bearing in mind current societal anti social behaviour. Irrespective of which, as an affiliated England Squash Club we owe a duty of care to every person who may attend or visit our Club.

THIS IS THE NEXT STEP

We are committed to promoting our identity, our membership, the Club reputation and our collective behaviour in line with its declared position on Equity and Diversity.

We will seek to do this on a pro-active and positive basis; providing guidance and education where appropriate, but adopting a zero tolerance of all practices and behaviour that challenges, ignores or consistently breaches our ambition to be fully inclusive, anti-discriminatory and family friendly club.

This will inevitably require some important changes, and some difficult discussions, some practices, attitudes and conducts that have been previously accepted, or ignored, must change as we seek to move forward to become a better, friendlier Club and to ensure that our club can be seen as a Beacon for fair play, have a warm welcoming atmosphere, decent behaviour and anti all forms of discrimination.

It is necessary to adopt and maintain the following material which will identify appropriate reporting procedures and contacts, to receive such concerns and to process them in accordance with the following procedures for addressing complaints about discrimination and unacceptable behaviour or conduct.

- o All club members should be made aware of this policy and behaviour that will be expected /challenged.
- o Training, publicity, bulletins, and notices will be posted and maintained to highlight the club's expectations.
- o The same material will emphasise the importance of reporting any incidents of behaviour that offend individual club members and/or the standards that the club is aspiring to.
- o Reports can be made to the club's nominated Safeguarding Officer or to any member of the Executive Committee.
- o In most case it should be sufficient to approach individuals who have reportedly caused offence, explain why that might have been and re-iterate the club's policy and expectations.
- o Where that approach seems inappropriate, inadequate, or simply ineffective then matters can be escalated for discussion and decisions by the Executive Committee.

- o If guidance and education continue to be ineffective or resisted the club will exercise its right to reconsider membership of the individual(s), whether temporarily or permanently.
- o A report of the numbers, nature and outcomes of complaints will be presented on a quarterly basis to the Executive Committee.

DISCRIMINATION AND DEFINITIONS

- o Equality - Ensuring that every individual has an equal opportunity to make the most of their lives and talents.
- o Equity - Ensuring the necessary resources are provided to those who need it to ensure that equality can be achieved.
 Gender Equality - treating men and women equally
 Gender Equity - providing incentives and more support to women to allow them to be treated equally
- o Equity is levelling up the playing field using conscious positive biased discrimination.
- o Diversity - Promoting a broad spectrum of members from different social backgrounds.
- o Discrimination - Treating someone as inferior based on their race, sex or other characteristics.
- o Racism - Treating someone unfairly because of their race, colour or ethnicity
- o Anti-Racism - Not simply declaring yourself to be non-racist but actively challenging the concept of racist comment or conduct.
- o Sexism - Treating someone unfairly based on their gender.
- o Misogyny - Male hostility or hatred towards women.
- o Homophobia - Negative attitudes or behaviours towards people who are identified or perceived as being gay, lesbian bisexual or transgender.
- o Disability Discrimination - Unfair and unequal treatment of an individual and/or groups who present with impairments, physical or mental, that compromise their access to and /or use of amenities.
- o Bullying - Seeking to harm, intimidate or coerce another person.
- o Harassment - Unwanted conduct towards another, often hostile, persistent and intimidating and usually of a sexual nature.
- o Ageism - Prejudice, stereotyping or discrimination toward another person based on their age

SUMMARY & ILLUSTRATIONS

Most reasonable people will recognise most forms of extreme and obvious discrimination (for example apartheid or segregation)

But discrimination can be subjective, might even be sub conscious and will often divide opinion.

So no list of illustrations can be exhaustive or definitive – they can only give a “sense” of what we are aiming to address.

The brief sample below is informed by incidents which have happened and are not untypical of a club like ours and/or by changes in societal events and attitudes in sport more generally:-

- o Shared events and activities for men and women should not be a vehicle and excuse to prompt lewd and unwelcome comments thinly disguised as “banter”.
- o Sharing pornographic material on club premises, on What’s App and social media is likely to cause offence to many and is certainly not consistent with the values of a Family Club
- o Hostile comments and/or assumptions about people of colour or people of faith will almost certainly cause offence to other members and /or their families
- o Humour and laughter are the social life blood of clubs and the reasons for most people joining but “jokes” that depend on prejudice and stereotypes are also likely to cause offence.

We all can and must do better.

The Club Principal Officers invite **EVERY MEMBER** to join with us raising Safeguarding, Equity and Diversity standards for the benefit of **ALL**.

For more detailed information please refer to the three part England Squash Safeguarding Policy Documents available via the following link:--

<https://www.englandsquash.com/about-us/governance/safe-squash>

Graham S Jackson. Chairman & Secretary

Lorna Rogers. Membership Secretary

Laura Mather. Honorary Treasurer.

Lee Picken. Club Captain.

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