## Equity Statement

North Ayrshire Athletics Club is strongly committed to equal opportunities for all sectors of the community. It is the policy of North Ayrshire Athletics Club to ensure that all participants, volunteers, coaches or parents receive equal treatment regardless of age, gender, marital status, employment status, social class, colour, race, ethnic or national origin, religious belief or disability.

## Equal Opportunities Policy

The Equity Statement should also be incorporated into an Equal Opportunities Policy which identifies the following aims:

- Eliminating any barriers or 'perceived' barriers to participation within the club
- Ensuring that all members are aware of, understand and follow the club's equity statement
- Increasing awareness within the club of the needs of those who face discrimination
- Ensuring that the club considers equal opportunities in all its activities
- Ensuring that the club premises are accessible to all, including those with physical disabilities
- Ensuring that the rules of the club state that discriminatory language or behaviour is not acceptable
- Ensuring that the implementation of the policy is reviewed regularly and monitored for effectiveness.

In order to ensure that equal opportunities is really 'owned' by the club and is an integral part of the club's philosophy it is important that all club Board members and coaches are involved in the process of developing the policy.

Date ...3 January 2019.....