



INCLUSION POLICY (Anti-Racism Code of Practice)

POLICY STATEMENT

St. Paul's Basketball Club is committed to promoting inclusion throughout the organisation for all members*. St. Paul's Basketball Club undertakes its responsibility to comply with equality legislation. As such it is committed to ensure that no person is treated less favourably than another on grounds of:

- Gender
- Marital status
- Family status
- Sexual orientation
- Religion
- Age
- Disability
- Race
- Ethnic minority

St. Paul's Basketball Club is committed to ensure that it fulfils its legal obligation under the existing equality legislation.

St. Paul's Basketball Club promotes equality of opportunity in order to foster a genuine culture of inclusion and equality.

St. Paul's Basketball Club seeks to actively demonstrate its celebration of diversity and its commitment to equality by placing these principles central to all policies, processes and procedures of the club.

AIMS OF THIS POLICY

- To provide freedom of access to basketball, regardless of a person's ability, sexual orientation, religion or ethnic background
- To ensure that inclusion is reflected in all other Club policies, documents, practices and procedures
- To continue to raise awareness of and deal with issues related to racism, discrimination and homophobia
- To ensure that all members of St. Paul's Basketball Club, who feel that they have been unfairly treated because of their, gender, marital status, family status, sexual orientation, religion, age, disability, ethnic origin, have their voice heard.

RESPONSIBILITIES

St. Paul's Basketball Club coaches and volunteers have responsibilities to assist in the prevention of unfair discrimination.

St. Paul's Basketball Club will:

- Ensure that ALL volunteers are aware of the policy and their role in its implementation
- Ensure that club membership is inclusive and that no one is refused participation based on any of the nine grounds named in the Employment Equality and Equal Status Acts (appendix 1)
- Inform the Chairperson, Children's Officer, Designated Liaison Person as appropriate of any such incidents
- Keep written records of such incidents in line with GDPR
- Deal with allegations of discrimination made against any member of St. Paul's Basketball Club, in line with the St. Paul's Basketball Club Code of Conduct and the St. Paul's Basketball Club Complaints and Disciplinary Policy
- Deal with allegations of discrimination

St. Paul's Basketball Club will:

- Ensure that volunteers are provided with information on inclusion and where necessary provisions made for training
- Ensure that volunteers are provided with a copy of this policy

DEALING WITH AN INCIDENT OF DISCRIMINATION

In dealing with any incident, the safety and welfare of the individual(s) involved shall be a priority.

- Take time to listen and assess before responding
- Treat individual(s) with respect and dignity
- Complete an Incident Report form detailing facts only
- All information regarding incidents whether suspected or confirmed shall be handled in the strictest confidence. All written records are to be kept by the Children's Officer in line with GDPR
- Incidents involving a young person shall be reported to the parent/guardian and information on support services to be made available by the Chairperson or the Children's Officer



Anti-Racism Code of Practice

St. Paul's Basketball Club understands that racism is a particular form of exclusion faced by minority ethnic groups. It is based on the false belief that some 'races' are inherently superior to others because of skin colour, nationality, ethnic or cultural background. Racism denies people their basic human rights, dignity, equality and respect.

St. Paul's Basketball Club is committed to the Anti-Racism code of practice because:

- Racism is a problem in Irish society and we are challenged to demonstrate an intolerance of it
- Our community is multi-ethnic and multi-cultural. Cultural differences challenge us to do things differently to create positive outcomes for all
- There is potential for racism in our own organisation and we seek to do what we can to prevent this from finding fertile ground

IMPLEMENTING THIS CODE OF PRACTICE

- All volunteers will be made aware of St. Paul's Basketball Club inclusion policy and will take part in anti-racism training when necessary.
- Incidents of racism will be challenged and dealt with in accordance with St. Paul's Basketball Club Complaints and Disciplinary Policy.

Appendix 1

The Employment Equality and Equal Status Acts prohibit discrimination on the following nine grounds:

1. **Gender** (a man, woman, or a transsexual person)
2. **Marital status** (single, married, separated, divorced or widowed)
3. **Family status** (pregnant, a parent of a person under 18 years or the resident primary carer or parent of a person with a disability)
4. **Sexual orientation** (homosexual, bisexual or heterosexual)
5. **Religion** (different religious belief, background, outlook)
6. **Age** (this only applies in relation to persons above the maximum age at which a person is statutorily obliged to attend school)
7. **Disability** (this is broadly defined including people with physical, intellectual, learning, cognitive or emotional disabilities and a range of medical conditions)
8. **Race** (skin colour, national origin or ethnicity)
9. **Membership of the Traveller Community** (people who are commonly called Travellers, who are identified both by Travellers and others as people with a shared history, culture and traditions, identified historically as a nomadic way of life on the island of Ireland).

Please see the following websites for more information on the above:

www.equality.ie

www.justice.ie

www.integration.ie

Guidelines on Record Keeping

All incidents must be recorded, signed and dated.

The written record is to be held by the club Child Welfare Officer in line with GDPR.