



Equality Policy

Statement of Intent and Policy Aims; Griffin Archers, is proud to qualify itself as Inclusive and follows the guidance of its National Governing Body, Archery GB. It embraces the spirit of all equality legislation and is committed to eradicating any form of unlawful discrimination. We will not tolerate unfair discrimination either directly or indirectly, on the grounds of: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (together the Equality Act 2011 Protected Characteristics), class or social background, parental status or political persuasion. In addition, Griffin Archers recognises that we live in a diverse society and will endeavour to ensure that all members and visitors are given the same respect and value regardless of their socio-economic backgrounds. As attitudes in sport and society are changing it is appropriate that Griffin Archers remain flexible and continually monitor its own policy and implementation programme. We will make a genuine commitment to include all sectors of society in every club meeting, event or decision made. Griffin Archers hope that it can maintain the non-judgmental stance they have consistently enjoyed. Everyone can do archery, we are all equal as archers, we all aim for the target.

“The delivery of the equality policy is the responsibility of all the membership.”

Griffin Archers believes that equal opportunity and fair play underpins the whole of the sport of archery.

Griffin Archers recognises every individual's absolute right to hold different opinions and belief systems than those of others. However, when at Griffin Archers, or acting as a Griffin Archers member, or representative, or even a visiting member, then an overarching rule of equality, inclusion, enablement and accessibility will be maintained as Griffin Archers.

Every member of Griffin Archers will be treated as an “Archer” and be considered as equal within the club. Regardless of any potential discriminatory factors, within Griffin Archers everyone's membership, enjoyment, opinion, and vote counts.

Unlawful Discrimination

Griffin Archers consider the following as being unacceptable.

- **Unlawful discrimination** which can take the following forms:
 - 1. Direct Discrimination:** treating someone less favourably than you would treat others because of a Protected Characteristic.
 - 2. Indirect Discrimination:** applying a provision, criterion or practice which, on the face of it, applies equally to all but which, in practice can disadvantage individuals with a particular Protected Characteristic. Such requirements or conditions are lawful only if they can be objectively justified.
- **Harassment:** engaging in unwanted conduct relating to a relevant Protected Characteristic or unwanted conduct of a sexual nature where the conduct has the purpose or effect of violating the recipient's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient, or any other individual affected by such conduct.
- **Bullying:** the misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence.
- **Victimisation:** subjecting someone to a detriment because he, she or they, have in good faith taken action under the Equality Act 2010 (or equivalent legislation) by bringing proceedings, giving evidence or information in relation to proceedings, making an allegation that a person has contravened the Equality Act 2010 (or equivalent legislation) or doing any other thing for the purpose of or in connection with the Equality Act 2010 (or any equivalent legislation).

Griffin Archers are committed to ensuring that all its members and visitors are able to conduct their activities free from harassment in all its forms.



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Specific areas.

Transgender archers:

When transgender archers reach the certification stage a copy of their certificate will be lodged with the Membership Secretary, who will, with the members express permission, send a copy to AGB. Should any issue arise regarding transgender archers in club, at shoots or tournaments, AGB advice is that *no* challenge should be made at the tournament or shoot. AGB should then be consulted by the complainant and they will confirm the archers' certification status. ***There are no rules to stop any member of Griffin Archers, choosing to change their name or gender. But with outside competitions certification must be lodged with AGB.***

Gender Neutral archers:

Griffin Archers support every individuals rights to identify in any way they choose, at any specific moment. The club will follow the individuals choice and use non-specific pro-nouns as appropriate.

Archery GB affiliation process is a mandatory requirement for our clubs management, insurance and support. AGB will request a gender specified at member affiliation, this is currently non- negotiable. We do not wish to cause distress to our members, but we rely on AGB for insurance purposes and legal advice, as well as sport and coaching support and ongoing training. Also, AGB will require gender specification, WHEN ENTERING A TOURNAMENT/OUTSIDE EVENT, at the point of entry. AGB are still definitive in wanting gender specific entrants.

Griffin Archers, however, remain transient, in support of any individual members identity and overall wellbeing. As a club we will support our member as much as we can through the AGB processes and agree to act as a spokesperson on their behalf throughout any discussions. We maintain that "Archery is a sport for all!"

Complaints under Equality Act;

Griffin Archers regards all forms of discrimination, harassment, bullying or victimisation, as

described above, as serious misconduct. All complaints will be taken seriously and appropriate measures and may include immediate suspension of membership, complaints procedures and/or disciplinary action being brought against any member or visitor.

Enquiries and Complaints; The Committee, is the first point of contact regarding any enquiries arising from this Equality Policy. Where possible, please raise all enquires in writing and copy to the club secretary (secretary@griffinarchers.co.uk) Or to the Safeguarding and Welfare Lead Officer – Dianne Searle 07938554604.

All complaints should be sent to: ***Griffin Archers, 85 – 87 Norwood Road, March PE15 8PX. Or to secretary@griffinarchers.co.uk .***

Griffin Archers members or visitors/carers or parents may also use the club complaints procedure or bring any complaints direct to the club Chairman, Secretary or Safeguarding Officer. Griffin Archers operates following the Archery GB complaints guidelines



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Exceptions –

1. Only if a club member becomes incapacitated in such a way that they are unable to , or are mentally challenged and not able to consider their own needs, or the needs of the club would we not seek to inform, advise and show transparency on all club decisions and details that may affect them. If, said member, is an active club member who attends with a carer who holds proxy, appointee ship or power of attorney, then the carer can assume the role of the Griffin Archers member in decision making. At all times, every effort will be made to ensure the club member themselves is as involved and aware as they are capable of.
This also applies to ensuring the club member complies with the rules of the range, safety rules and our Code of Conduct.
2. Griffin Archers use real equipment, and as such archers should expect to need an amount of strength and concentrated effort to become an archer. Therefore, if any person is unable to draw a bow, in whatever way they choose, then the club’s advice is to wait and build some muscles or stamina. Alternatively in the case of under 18 years to wait a year or so and try again.

Changes to this Policy; We may change this Equality Policy from time to time dependent on AGB advice, Equality Act legislation changes and club committee decisions. If we make any changes, we will advise you directly through the AGM or an EGM.

Policy written by:	Dianne Searle - Secretary
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