



EQUITY POLICY STATEMENT

Meedies Bike Club is committed to ensuring that equity is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following Sport Scotland definition of sports equity

- Sports equity is about fairness in sport, equality of access, recognizing inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.
- The club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.
- The club is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.
- All club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.
- The club will deal with any incidence of discriminatory behaviour seriously, according to club disciplinary procedures.
- This club is committed to ensuring that equity is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following Sport England definition of sports equity:
 - Sports equity is about fairness in sport, equality of access, recognizing inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.
 - The club respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.
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 - The club will deal with any incidence of discriminatory behavior seriously, according to club disciplinary procedures.

All staff of the club are expected to conform to ethical standards in all areas including humanity, relationships, commitment, co-operation, integrity, advertising, confidentiality, abuse of privilege and personal standards.

ALL STAFF REPRESENTING THE CLUB MUST:

- Place the well being and safety of the members above all considerations, including developing performance
- Comply with the laws of the sport and NGB's and the rules of any competition which they participate in
- Operate without discrimination on the grounds of gender, race, colour, language, religion, political or other opinion, national or social origin, association with national minority, birth or other status
- Respect the basic human rights, dignity and worth of each individual
- Provide a balance between the development of performance and social, emotional, intellectual and physical needs of the individual
- Not encourage members, performers or officials to violate the rules of the sport
- Observe the authority and decisions of all officials
- Encourage performers to obey the spirit of the rules and fair play on and off the sports arena at all times
- Ensure that all activities, training and competition programmes are appropriate for the age, maturity, experience and ability of the individual performer
- Treat opponents with due respect, both in victory and defeat
- Be able to present evidence of current qualifications upon request
- Treat all personal information about performers and members alike as confidential, except for in exceptional circumstances i.e. health & safety, legal or medical requirements, disciplinary action or to protect children from abuse
- Consistently display high personal standards and project an image of health and cleanliness
- Not drink alcohol or smoke either during or before supervising or coaching performers
- Seek ways of increasing personal and professional development.