



The In & Out (Naval and Military Club) Anti-Discrimination and Equal Opportunities Policy

As a Private Members Club with more than 25 Members and not open to the general public, the In & Out is bound by the [Equalities Act 2010](#) .

“It is unlawful for a Private Club or other association to discriminate against, harass or victimise an existing or potential Member or an Associate. (An Associate is someone who is not a Member but who has some or all of the rights of a Member because they are a Member of an affiliated Private Club.) A Club cannot refuse membership, or grant membership on less favourable terms (such as by applying different conditions or fees) because the person has a protected characteristic – disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex or sexual orientation” (Equalities Act 2010).

Our commitment is to follow the Equalities Act 2010 and eliminate discrimination whether by reason of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or ability and to encourage equal opportunities for Members, Guests and Employees.

Anti-Discrimination Policy

The In & Out (Naval and Military) Club is responsible for setting standards and values to apply throughout the Club at every level. The Club should be enjoyed by everyone, equally. Our commitment is to confront and eliminate discrimination whether by reason of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

Equality of opportunity at The In & Out means that in all our activities we will not discriminate or in any way treat anyone less favourably, on grounds of sex, sexual orientation, race, nationality, ethnic origin, colour, religion or disability.

The In & Out will not tolerate sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal and will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

Equal Opportunities Policy

The In & Out is committed to a policy of equal treatment of all members and requires all Members of whatever level or authority, to abide and adhere to this general principle and the requirements of the **Equalities Act 2010**.

Specifically, discrimination is prohibited in:

- Treating any individual on grounds of gender, colour, marital status, race, nationality or ethnic or national origin, religion, sexual orientated or disability less favourably than others.
- Expecting an individual solely on the grounds stated above to comply with requirement(s) for any reason whatsoever related to their membership, which are different to the requirements for others.
- Imposing on an individual requirements which are in effect more onerous on that individual than they are on others. For example, this would include applying a condition (which is not warranted by the requirements of the position) which makes it more difficult for members of a particular race or sex to comply than others not of that race or sex.
- Victimisation of an individual.
- Harassment of an individual (which for the purposes of this policy and the actions and sanction applicable thereto is regarded as discrimination).
- Any other act or omission of an act, which has as its effect the disadvantaging of a Member against another, or others, purely on the above grounds. Thus, in all the Club's recruitment, selection, promotion and training processes, as well as disciplinary matters etc. – in other words all instances where those in control of Members are required to make judgements between them – it is essential that merit, experience, skills and temperament are considered as objectively as possible.

The In & Out commits itself to the immediate investigation of any claims of discrimination on the above grounds and where such is found to be the case, a requirement that the practice cease forthwith, restitution of damage or loss (if necessary) and to the investigation of any Member accused of discrimination.

Any Member found guilty of discrimination will be instructed to desist forthwith. Since discrimination in its many forms is against the Club's policy, any Members offending will be dealt with according to the Club's Articles of Association, Para 22 – MISCONDUCT OF MEMBERS.

The In & Out commits itself to the disabled person whenever possible and will treat such Members, in aspects of their recruitment and membership, in exactly the same manner as other Members, the difficulties of their disablement permitting assistance will be given, wherever possible to ensure that disabled Members are helped in gaining access. Appropriate assistance will be made to such Members who request it.

Complaints Procedure

In the event that any Member feels that he or she has suffered discrimination in any way or that the Club Policies or Rules have been broken, they should follow the procedures below.

1. They should report the matter to the Club Secretary/CEO or the Chairman of the Membership Committee.

Your report should include:

- i. Details of the allegation including what, when, and where it took place.
 - ii. Any witness statement(s) and names.
 - iii. Names of any others who have been treated in a similar way.
 - iv. Details of any former complaints made about the incident, date, when and to whom made.
 - v. A preference for a solution to the incident.
2. The Club's Investigation Committee will sit for any hearings that are requested.
3. The Club's Investigation Committee will have the power to:
- i. Warn as to future conduct;
 - ii. Suspend from membership;
 - iii. Remove from membership; any person found to have broken the Club's Policies or Rules.

Further Readings:

Equalities Act of 2010:

<https://www.legislation.gov.uk/ukpga/2010/15/part/2/chapter/2/crossheading/discrimination>

Equality Act 2010: A Quick Start Guide for Private Club:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/85018/private-clubs.pdf

Articles of Association (June 2019):

<https://documentcloud.adobe.com/link/review?uri=urn:aaid:scds:US:72b678d5-95e9-4d11-ac96-0d04c01e5ee5>