

Chairman:

Bob Gaywood
28 Northdown Road
Longfield
Kent
DA3 7QW
Tel: 01474 704288
Mob: 07897 294815
bob.gaywood.kpa@gmail.com

**Secretary:**

Tim Edwins
57 Cobsdene
Gravesend
Kent
DA12 5JB
Tel: 01474 331960

tim.edwins@icloud.com

Equal Opportunities Policy

The Kent Pétanque Association is an Equal Opportunities group committed to the implementation of practices which will ensure that no potential or current member is treated less favourably on the grounds of Sex, Marital status, Race, Nationality, Ethnic origin, Age, Class, Sexual orientation, Colour or Disability, or any other grounds which cannot be justified.

As an Equal Opportunities group Kent Pétanque Association is fully committed to establishing and maintaining an environment in which everyone is welcome. We will ensure to the best of our ability that no-one is treated less favourably on the grounds of sex, marital status, race, nationality, ethnic origin, age, class, sexual orientation, colour or disability, or any other grounds which cannot be justified.

Acts of discrimination, including harassment, by members of the association and / or affiliated clubs, where proven, will be grounds for serious disciplinary action by the Disciplinary Tribunal of the Association.

To this end, within the framework of the law, the Association is committed wherever practicable, to achieving and maintaining a group, representative of the local communities in which it operates.

Overall responsibility for the application of the policy rests with the Management Committee of the Association. All members of the Association however, have a personal responsibility to act in accordance with the policy.

November 2008