



Scenarios for discussion

Scenario 1:

Facts:

Mudchester United is a professional football team playing in the Premier League. Their star player and striker, Dave Goals, has not been playing well of late and he has not scored for 6 games in a row. He has not been his usual energetic self and seems to have lost his mojo.

Then, suddenly, he tells the team that he has an announcement and declares before his team-mates and manager that he is gay.

The next game is against the team at the bottom of the league. When the team is announced, Dave Goals is missing from the team sheet. He is also not picked for the next game.

Another team member, Bob, believes that Dave has been dropped and that the reason is linked to his recent announcement. Bob loses his temper with the manager and accuses him of being homophobic. Bob is then also dropped from the team.

Questions:

1. What, if any, complaints do the players have?
2. What might the club say in response?



Scenario 2:

Facts:

Mary is an Olympic athlete who receives a grant from the Sports Council.

There is a major event coming up and Mary is told that she has to attend training for the next 2 weeks at 7.30am every morning to prepare. Mary is a single parent and has child care responsibilities. She tells her coach that she cannot make the 7.30am start but will get there when she can.

After the selection meeting, Mary is told that she has not been selected to compete at the event. The reason she is given is that she has not reached the required levels and is under prepared.

Questions:

1. What, if any, remedies does Mary have?
2. What might the NGB say in response?



Scenario 3:

Facts:

Fit Central is a large sport facility. It has a large swimming pool and a well-equipped gym. All staff are expected to work in both areas.

One day, the employer announces that staff who work in the gym will be expected to be able to use all the gym equipment to provide a practical demonstration to new users.

Alan and Barbara complain about this.

Alan has a muscular problem with his left arm that means that he cannot grip with any force. He says that he cannot hold on to much of the equipment as a consequence.

Barbara is 6 months pregnant and says that she is not able to use machines such as the treadmill.

Their boss listens carefully and says that they will be excused duty in the gym but that as a result they will lose some of their pay.

Questions:

1. What, if any, has the employer done wrong?
2. What remedies or claims can Alan and Barbara make?



Scenario 4:

Facts:

Hopeless Town is a community football club that plays in the Sunday league.

They have been having a bad run of late and lose again. In the changing room after the match, the manager rounds on two players who have played particularly badly.

He shouts at Gaz and says that he is not fit to wear the jersey and that if he plays like that again then he can stay at home in the future as he would not be welcome at the club.

The manager then turns to Baz and reminds him that he has more talent than all the other players and that it is only a matter of time before the magic returns to his boots.

At the next training session, Gaz is told to run around the pitch on his own whereas Baz is allowed to train with the rest of the team. Baz is not happy but does not say anything.

Questions:

1. How would you describe the behaviour of the manager?
2. How might Gaz and Baz be feeling?
3. What about the rest of the team?
4. Do either of Gaz or Baz have any remedies in law?
5. Would it make a difference if Gaz complained and said that he doesn't want to be treated like this?