



Equality and Diversity Policy

Statement of Intent

English Racketlon Association (ERA) has a desire and a duty to provide services fairly and without discrimination. Our goal is to grow the sport of Racketlon so it is inclusive and accessible to every community. Working together with sports clubs hosting Racketlon Events we will develop and implement practices that proactively grow the sport by welcoming difference and accepting diversity in order to reach new and lapsed participants.

ERA has a duty to ensure that no participant, volunteer, job applicant or member of the Management Board receives less favourable treatment on the grounds of age, gender, ethnic origin, disability, race, colour, parental or marital status, nationality, religious belief or sexual preference or to be disadvantaged by conditions or requirements that cannot be shown to be relevant to the requirements of the activity.

In pursuance of this Policy, the ERA may take special measures or positive action in favour of any group which is currently under-represented in its membership, representative bodies, registered places-to-play or its workforce. Any positive action will be done in accordance with the law and not to the detriment of any other group. It is the responsibility of everyone involved in English Racketlon to ensure that the principles of the Equality and Diversity Policy are understood and implemented.

Purpose

ERA wishes to ensure that all parts of the community have the opportunity to participate in the sport of Racketlon and will endeavour to eliminate all forms of discrimination, harassment or other unfair treatment to its employees, members, clubs, counties and volunteers.

Commitment to Equality:

ERA will:

- Devise and implement an equality plan that will both eliminate and safeguard against discrimination and harassment within the sport of Racketlon.
- Educate and guide its Management Board, employees, members, clubs, counties and volunteers on the adoption and implementation of its equality plan.
- Monitor, evaluate and review its policy, practices, procedures and operational systems and keep all relevant parties informed.
- Support its Management Board, members, and volunteers in their own development, encouraging them to play an active role in the work of the Association.
- Take positive action or devise initiatives, to target specific sectors of the community that may be underrepresented within its participants, membership, volunteer and representative.

Legal Responsibilities

The commitments outlined within this Policy are underpinned by the ERA's legal obligations under the The Equality Act 2010; Human Rights Act 2000; The Rehabilitation of Offenders Act 1974; The Sex Discrimination Act 1975, 1986 and 1999; The Children Act 1998; The Race Relations Act 1976 and Race Relations Amendment Act 2000; Disability Discrimination Act 1995; Disability Rights Commission Act 1999; Part Time Workers (Prevention of Less Favourable Treatment) Regulations 2000; Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002.

ERA also recognises that it may have future obligations arising from later amendments to the above acts/regulations.

The ERA takes all claims of inappropriate behaviour, bullying, harassment and/or discrimination, whether direct or indirect by anyone involved with the ERA seriously. These claims will be dealt with through the appropriate disciplinary procedures.

ERA regards discrimination as gross misconduct and any Board Member, Volunteer or Member who discriminates against any other person will have the appropriate action taken against them. Any such complaint will be directed in writing to the England Racketlon Directors.

Discrimination

Discrimination can take many guises including verbal, physical, and online abuse. It may not always be obvious to the perpetrator or intended and therefore it is necessary for people to be aware of the different types of discrimination and the impact their actions have on others.

- i. Direct discrimination is where someone is treated less favourably than another person because of a protected characteristic.
- ii. Discrimination by association is direct discrimination against someone because they are associated with another person who possesses a protected characteristic.
- iii. Discrimination by perception is direct discrimination against someone because the other person thinks they possess a particular protected characteristic.
- iv. Indirect Discrimination occurs where the effect of certain requirements, provision or practices imposed by an organisation has an adverse impact disproportionately on one group or other. Indirect discrimination generally occurs when a rule or condition, which is applied equally to everyone, can be met by a considerably smaller proportion of people from a particular group; the rule is to their advantage and it cannot be justified on other grounds.
- v. Harassment is defined as unwanted conduct that violates people's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment." In determining whether conduct can reasonably be considered as having such effect, the perception of the Complainant will be taken into account. Employees can now complain of behaviour they find offensive even if it is not directed at them.
- vi. Bullying may be defined as behaviour which is offensive, intimidating, malicious, insulting or an abuse of power through means intended to undermine, humiliate, denigrate or injure. Bullying is not limited to but can include racist, sexist and homophobic language and/or abuse.
- vii. Victimisation is illegal and considered to take place when someone is treated badly because they have made/supported a complaint or grievance.

Expectations, implementation and communication

The following responsibilities will apply:

- The Management Board is responsible for ensuring that this Equality Policy is followed and to deal with any actual or potential breaches.
- The Directors have the overall responsibility for the implementation of the Equality Policy.

- All Board Members, Volunteers and ERA Members have responsibilities to respect, act in accordance with and thereby support and promote the Policy and, where appropriate, individual work programmes will be amended to include equality related tasks.

The new policy will be implemented immediately following Board agreement and will result in the following:

- A copy of this document will be available to all staff of the Management Board, Members and Volunteers of ERA.
- ERA will take measures to ensure that its employment practices are non-discriminatory.
- No job applicant will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unfair discrimination.
- Ensure that consultants and advisers used by ERA can demonstrate their commitment to the principles and practice of equality and that they abide by this policy.

The new/revised policy will be communicated in the following ways:

- Reference will be made to it in any codes of conduct.
- It will be covered in all staff and volunteer induction training.
- All members will be made aware of the policy's existence when they join and a summary of any revisions will be published on the website.
- At time of review, a mechanism will be put in place to allow all Board Members, Volunteers and ERA Members to be part of the process.

Monitoring and Evaluation

An equality action plan, created to ensure the intent of the policy is delivered, will be reviewed by the ERA Directors on a quarterly basis and will be made available to the membership via the ERA website. As part of the overall business delivery plan, the equality action plan will be reviewed by the Board of Directors on an annual basis.

Disciplinary and Grievance Procedures

To safeguard individual rights under the policy, an employee, volunteer or member who believes he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate grievance procedure.

Appropriate disciplinary action will be taken against any employee, volunteer or member who violates ERA's Equality and Diversity Policy.

An individual may raise any grievance and no employee, volunteer or member will be penalised for doing so unless it is untrue and not made in good faith.

As with all grievance procedures, the final point of appeal relating to this policy is to the ERA Directors.