



📄 Fit4Fun Equality Policy

📅 16/08/2022

👤 Tom Farrow

Policy Statement:

Fit4Fun believes that everyone should have the chance to participate in sport regardless of their age, gender, disability, nationality, ethnicity, race, colour, parental or marital status, pregnancy, religion, social status, sexual orientation or political belief. Everyone should have the opportunity to follow a career in sport and no applicant, volunteer or coach should receive less favourable treatment than another. Fit4Fun acknowledges that inequalities still exist in sport and aims to take action to minimise them, ensuring that all participants/employees are treated fairly and without discrimination or harassment, whether unintentional or intentional, indirect or direct. This will be achieved using *The Equality Standard: a Framework for Sport* as a guide, with an aim to achieve the foundation standard, and progressing onto higher a standard with time.

Commitment to Action:

- ✓ Fit4Fun is committed to the Equality Standard in Sport and strives to achieve the foundation level of standard.
- ✓ Fit4Fun will operate an equitable recruitment process that will prevent unfair or unlawful discrimination. No applicant will be less favourably treated regardless of their age, gender, disability, nationality, ethnicity, race, colour, parental or marital status, pregnancy, religion, social status, sexual orientation or political belief.
- ✓ Fit4Fun will audit participants and staff in terms of Equality, aiding the construction of a workforce representative of the local demographic at all levels, and providing services representative of the local population.
- ✓ The Fit4Fun Equality Policy will form part of the employee's induction manual, and will be discussed at the induction meeting.
- ✓ Fit4Fun will ensure that employees with management responsibilities will receive adequate training on equality policies and practices. All employees will be encouraged to complete Equity in coaching course before or during employment. Commitment and responsibility for equity will be placed at the most senior level in the company, in the form of Equity and Ethics Officer.
- ✓ Fit4Fun will ensure that equality is continuously maintained and will strive for continuous improvement in policy.
- ✓ Fit4Fun respects the needs and rights of all in the community, and believes that everyone in the community should have equal opportunity to participate in sport. Therefore Fit4Fun will strive to make all services appropriate and accessible to all.
- ✓ Fit4Fun will follow best practice guidelines in design and production of marketing materials.



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Legal Requirements

To ensure fair and equitable practice Fit4Fun recognises its moral and legal obligations under the following:

- The Disability Discrimination Act 1995 and 2005
- Disability Rights Commission Act: 1999
- The Employment Directive (Religion and Belief) 2003
- The Employment Protection (Consolidation) Act 1980, 1982, 1988 and 1989
- Employment Equality (sexual orientation) Regulations: 2003
- Employment Equality (religion and belief) Regulations: 2003
- Employment Equality (sex discrimination) Regulations: 2005
- Employment Equality (age) Regulations: 2006
- The Equal Pay Act 1970 as amended in 1983
- The Human Rights Act 2000
- The Protection from Harassment Act 1997
- The Race Relations Act 1976 & Amendment Act 2000
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act: 1977, 1986, 1999 and 2003
- Children Act: 1989 and 2004
- Equality Act: 2006

Discrimination, harassment and victimisation:

Discrimination can take the following forms, however is not necessarily restricted to only these examples.

Direct Discrimination:

Occurs when, treating someone less favourably than you would treat others in the same circumstance on the grounds of their age, gender, disability, nationality, ethnicity, race, colour, parental or marital status, pregnancy, religion, social status, sexual orientation or political belief.

Indirect Discrimination:

Occurs when, for example, a job requirement or condition is applied to all equally, which has disproportionate and detrimental effect on one group because fewer of that group can comply with it and the requirement cannot be justified in relation to the job.

Harassment:

Harassment can be described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be, for example, of a sexual or racial nature or it may be directed towards people because of their age, their sexuality, a disability, or some other characteristic.

Victimisation:

Victimisation can be described as when one person is for example treated less favourably than others because he or she has taken action against Fit4Fun under one of the relevant acts / regulations (as



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previously described) or provided information about discrimination, harassment, or inappropriate behaviour. Fit4Fun does not find any forms of discrimination, harassment or victimisation acceptable and it will not be excuse even if it was not intended. Any incidents will be investigated and appropriate disciplinary action will be taken.

Implementing and communicating the policy:

The Fit4Fun induction pack given to all employees will contain a copy of the Fit4Fun Equality Policy and it will be communicate to all employees through the induction meeting.

Employees will sign a declaration stating that they have read and understood the policy, going onto work with a responsibility to respect, act in accordance, support and promote the policy.

Any changes to the policy after evaluation will be communicated through our internal networks, the website, mailings and promotional information.

Monitoring and evaluation:

Fit4Fun will monitor and evaluate the equity policy, and will review it on an annual basis. The review will be led by the Equity & Ethics Officer and Partners, and at the time of review Fit4Fun will try to allow all staff and volunteers to be part of the process to ensure a well rounded viewpoint.

We will monitor our workforce see if it broadly reflects the local population, and we will monitor our practices and services to ensure they are free from discrimination and to determine whether they are reaching the wider community.

Complaints, disciplinary and grievance procedure:

To safeguard an individual's rights under the policy; anyone who believes that he / she has suffered inequitable treatment within the scope of this policy should report the incident to the Fit4Fun Equity and Ethics Officer. No employee or member of the public who makes an equity complaint, or who provides information in relation to a complaint, will be victimised for their actions. Incidents will be recorded and appropriate disciplinary action will be taken against any member of staff who violates Fit4Fun Equality Policy. In extreme cases, where the violation of the policy amounts to a criminal offence, the appropriate authority will be informed.

Fit4Fun Equality Officer:

👤 Tom Farrow

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