



Equality Policy Statement

Version Control

Version	Date	Revision made
v1.0	May 2017	Board approved document
v2.0	Apr 2019	Update to reflect Rebrand to Active Suffolk from 1/4/2019, new East Suffolk Council and minor typographical amendments
V3.0	Feb 2022	Updated to include Dyslexia Friendly Font and minor typographical amendments.

What is Sports Equality?

Sports Equality is about:

- ❖ fairness in sport and physical activity, equality of access, recognising inequalities and taking steps to address them.
- ❖ changing the culture and structure of sport and physical activity to ensure it becomes equally accessible to all members of society regardless of their race, gender, age, religion, disability, sexual orientation or economic status.
- ❖ making sure that all people have an opportunity to realise their talent and fulfil their potential throughout the sporting pathway.
- ❖ an individual's responsibility to challenge discriminatory practice and promote inclusion.

Defining Sport

The broad definition of sport, adopted by the Council of Europe, is used within this policy:

‘Sport means all forms of physical activity, which through casual or organised participation, aims at improving physical fitness and mental wellbeing, forming social relationships or obtaining results in competition at all levels’.

Council of Europe, European Sports Charter (1993)

Statement of Intent

Active Suffolk acknowledges that inequalities exist within sport and physical activity participation and provision. Active Suffolk is committed to ensuring that everyone has an equal opportunity to take part in sport at an appropriate level. Active Suffolk will seek to identify inequalities and barriers to participation and promote positive action to address these within the context of local sport.

Active Suffolk aims to ensure equality principles and actions are adopted by all members of the Board and Team and are reflected in every aspect of its operation, policies and practices.

Active Suffolk's overall vision, articulated through ***Our Strategic Vision 2017-25*** is to achieve:

“Improved health and wellbeing across Suffolk

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by inspiring everyone to be more active”

Active Suffolk will ensure that responsibility and accountability for equality is placed firmly at the most senior level within the organisation (Director of Active Suffolk), whilst recognising that delivery is the responsibility of all employees, volunteers and partners.

Active Suffolk will build consideration of equality and diversity into its work and take reasonable steps to ensure that employees, volunteers and partner organisations are committed to this policy.

Active Suffolk will ensure that no job applicant, employee, volunteer, partner, participant, carer or spectator at an Active Suffolk event, receives less favourable treatment on the grounds of race, gender, age, religion, disability, sexual orientation or economic status.

Active Suffolk will take positive action through advocacy, training and mentoring to achieve a workforce and a governance structure that is representative of the population in the County.

Active Suffolk will ensure that its employees, volunteers, partners, participants, carers and spectators are able to conduct their Active Suffolk related activities free from harassment or intimidation.

Legal Framework

As Active Suffolk is hosted by East Suffolk Council, it is required by law not to unlawfully discriminate against its employees and recognises its legal obligations under the requirements of the Equality Act 2010, and any equivalent legislation (as amended) in any UK jurisdiction, and any later amendments to such legislation or subsequent equality related legislation that may be relevant to Active Suffolk.

Active Suffolk will ensure reviews of the Equality Policy Statement continue to reflect the current legal framework and good practice.

Active Suffolk will support East Suffolk Council, as a public authority, comply with the specific duties set out in the Equality Act 2010.

Relevant legislation and forms of unacceptable discrimination are set out at *Appendix 1*.

Responsibilities

The Board of Active Suffolk is responsible for ensuring that this Equality Policy is implemented, followed, and reviewed when appropriate. The Board is also responsible for ensuring that this Equality Policy is enforced and any breaches are dealt with appropriately.

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A member of the Board will be appointed as the Equality Champion and will ensure that equality is included as an agenda item at Board meetings when appropriate and that the Board takes equality issues into consideration when making decisions.

The Director has the overall responsibility for the implementation of the Equality Policy.

A member of staff will be designated as the Equality Officer by the Partnership Director, and will have the overall day-to-day responsibility for the implementation of this Equality Policy and for achieving any equality related actions resulting from it. The Equality Officer's work programme will be amended to reflect this as required.

All employees, volunteers and Board members have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy and, where appropriate, individual work programmes will be amended to include equality related tasks.

Implementation

This Equality Policy will be implemented following Board agreement and, at a corporate level, will result in the following –

- ❖ A copy of this document being available to all staff, Board members and volunteers of Active Suffolk.
- ❖ All employees having responsibilities to respect, act in accordance with, support and promote the spirit and intentions of the policy.
- ❖ Active Suffolk taking measures to ensure that its employment practices are non-discriminatory.
- ❖ No job applicant being placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unfair discrimination.
- ❖ A planned approach being adopted to eliminate barriers which discriminate.
- ❖ Active Suffolk ensuring that its consultants and advisors can demonstrate their commitment to equity principles and practice and that they support the implementation of this policy.

Communication

Active Suffolk will communicate this policy as widely as possible.

All partners, Board members and staff will be made aware of the policy's existence when they join and will be notified of any amendments or revisions.

This policy will be available on the Active Suffolk Website. Active Suffolk will promote positive images and text relating to under-represented groups across a wide range of publications and formats

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At time of review, a mechanism will be put in place to allow all staff, Board members and volunteers to be part of the process.

Monitoring and Evaluation

Once approved, the policy will apply for 3 years before a formal review takes place, unless any proposal to the Board, or legislation change, requires an interim review and/or amendment.

An equality action plan will identify key actions to ensure the intent of the policy is delivered. Progress on delivery of the Plan will be kept under review by the Director and the member of staff with the responsibility for its implementation.

Additional supporting information will be published both internally and externally to show the impact of this policy.

Active Suffolk's Equity Profile will be updated and reviewed in line with reviews of the Equality Policy Statement.

Positive Action

Active Suffolk acknowledges that certain groups are traditionally under-represented in sports participation, coaching and management. These groups are people from some ethnic minority communities, disabled people, people on low incomes and women and girls. Active Suffolk will take positive action and/or introduce specific programmes, within its day to day business, to increase the inclusion of people from these and other identified under-represented groups in sport in Suffolk.

Active Suffolk will also continue to encourage increased involvement by those groups in society who are already well represented in sport.

Disciplinary and Grievance Procedures

Active Suffolk regards discrimination (direct and indirect), victimisation and harassment as defined in Appendix 1, as serious misconduct and any employee who discriminates against any other person will be liable to appropriate disciplinary procedures.

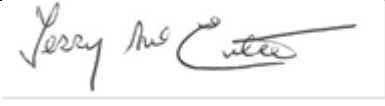
Any employee who believes he/she has experienced inequitable treatment within the scope of this policy may raise the matter through the Council's Grievance Procedure.

Any partner, volunteer, participant or spectator involved in a Active Suffolk event or programme who believes he/she has experienced inequitable treatment within the scope of this policy should raise the matter with the Director in the first instance.

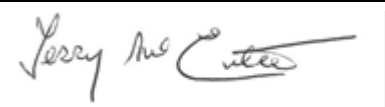
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Date of Approval	Print Name	Signatories
10.2.2022	Director, Suffolk Sport Gareth Davies	
10.2.2022	Board Equality Champion Terry McEntee	
10.2.2022	Chair, Suffolk Sport Stuart Cartwright	

Date of Review - By 10/02/2022

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APPENDIX 1 – Relevant legislation and forms of unacceptable discrimination

Legal rights

Discrimination has been legally defined through a series of legislative acts, including the Race Relations Act, the Sex Discrimination Act, the Disability Discrimination Act and the Equality Act 2006.

In April 2010, the Equality Act 2010 received Royal Assent. The Equality Act 2010 is a new law which harmonises where possible, and in some cases extends, protection from discrimination. It applies throughout the UK and came into force in October 2010.

Discrimination refers to unfavourable treatment on the basis of particular characteristics, which are known as the 'protected characteristics'. Under the Equality Act 2010, the protected characteristics are defined as age (employment only until 2012), disability, gender reassignment, marital or civil partnership status (employment only), pregnancy and maternity, race (which includes ethnic or national origin, colour or nationality), religion or belief, sex (gender) and sexual orientation.

Under the Equality Act 2010, individuals are protected from discrimination 'on grounds of a protected characteristic'¹. This means that individuals will be protected if they have a characteristic, are assumed to have it, associate with someone who has it or with someone who is assumed to have it.

Forms of discrimination and discriminatory behaviour include the following:

Direct discrimination

Direct discrimination can be described as less favourable treatment on the grounds of one of the protected characteristics.

Indirect discrimination

Indirect discrimination occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons.

Discrimination arising from disability

When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only relates to disability.

Harassment

Harassment is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person.

Victimisation

It is unlawful to treat a person less favourably because he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so. To do so would constitute victimisation.

¹ The exception to this is pregnancy and maternity, which does not include protection by association or assumption – a woman is only protected from discrimination on grounds of her own pregnancy.

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Bullying

Bullying is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual.