

## **Equality Policy**

### **Policy Objectives**

Sport Resolutions practises the principles of equal opportunities in employment and in the appointment of board and panel members.

The company is committed to the development of employment and appointment procedures and practices that do not discriminate, either directly or indirectly, on the grounds of ethnic origin, creed, sexual orientation, gender, gender reassignment, age, religion/belief, marital/family status, disability or any other condition or requirement which cannot be shown to be justifiable, in accordance with the Equality Act 2010.

This policy has been produced by Sport Resolutions to try to prevent and address any unlawful discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect that may impact on stakeholders.

All staff, Board, panel members and those supplying services for or on behalf of Sport Resolutions have the responsibility to respect, follow and promote the spirit and intentions of this Equality Policy.

### **Legal Requirements**

Sport Resolutions is required by law not to discriminate and recognises its legal obligations and will abide by the requirements of the Equality Act 2010, and any equivalent legislation or subsequent amendments to such legislation in any UK jurisdiction.

### **Discrimination, harassment, bullying and victimisation**

Sport Resolutions recognises the following as being unacceptable:

Unlawful discrimination which can take the following forms:

**Direct Discrimination:** treating somebody less fairly than you would treat others because of a Protected Characteristic.

**Indirect Discrimination:** applying a provision, criterion or practice which, on the face of it, applies equally to all but which in practice can disadvantage individuals with a Particular Characteristic. Such requirements or conditions are lawful only if they can be objectively justified.

**Harassment:** engaging in unwanted conduct relating to relevant Protected Characteristic or unwanted conduct of a sexual nature where the conduct has the purpose or effect of violating the recipient's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient, or any other individuals affected

by such conduct. Sport Resolutions is committed to ensuring that its Stakeholders are able to conduct their activities free from harassment.

**Bullying:** the misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence.

**Victimisation:** subjecting someone to a detriment because he or she has in good faith taken action under the Equality Act 2010 (or equivalent legislation) by bringing proceedings, giving evidence or information in relation to proceedings, making an allegation that a person has contravened the Equality Act 2010 (or equivalent legislation) or doing any other thing for the purpose of or in connection with the Equality Act 2010 (or any equivalent legislation).

Sport Resolutions regards discrimination, harassment, bullying or victimisation, as described above, as serious misconduct. All complaints will be taken seriously and appropriate measures including disciplinary action may be brought against any Stakeholder who unlawfully discriminates against, harasses, bullies or victimises any other person. See Grievance Policy 2012

### **Reasonable Adjustments**

When any decision is made about an individual, the only personal characteristics that may be taken into account are those that are consistent with any relevant legislation and are relevant to the decision being made.

In the case of disabled persons Sports Resolutions recognises it has a duty to make reasonable adjustments and where possible will accommodate reasonable requests.

### **Responsibility, implementation and communication**

The following responsibilities will apply:

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

The Chief Executive has the overall responsibility for the implementation of this Equality Policy.

The Chief Executive, 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.

Individual work programmes for Sport Resolutions staff will be amended to include equality related tasks where appropriate.

This Equality Policy will be implemented immediately following Board approval.

Implementation requires the following actions:

- Regular review of employment practices to ensure compliance with relevant legislation,
- An equality statement (see below) being incorporated into materials used as part of any recruitment process

*"Sport Resolutions is committed to providing equal opportunities for all [and is committed to following best practice in the welfare of young people and vulnerable adults]. For further information please consult [www.SportResolutions.co.uk](http://www.SportResolutions.co.uk)"*

- Clarification that no applicant for any post (including job applicants, consultant advisers and suppliers) will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unlawful discrimination.
- Consultants and advisers (and where appropriate suppliers) to Sport Resolutions will be required to abide by this Equality Policy and it will be referred to in any service level agreements or contracts issued by Sport Resolutions.

This Equality Policy will be communicated in the following ways:

- Inclusion on the staff handbook
- The Policy will be highlighted to all staff (including interns), Board and Panel Members
- A copy of this Equality Policy will be publicly available on the Sport Resolutions website.
- If deemed appropriate staff and or volunteer training will be provided to support the implementation of this policy.

## **Actions**

Sport Resolutions will produce, maintain and monitor an Equality Action Plan to ensure the objectives of this Equality Policy are consistently delivered throughout all areas of the organisation.

If appropriate and proportionate, Sport Resolutions will consider positive action or may introduce special measures to assist any group with a Protected Characteristic which is currently underrepresented within any group of Stakeholders.

## **Monitoring and Evaluation**

This Equality Policy will remain in force until it is amended, replaced or withdrawn. A review of this Equality Policy will take place as and when required, but not less than once every three years.

Each time this Policy is reviewed, Sport Resolutions Stakeholders will be consulted. Following consultation, a notice of the changes being made will be publicly available

## Complaints Procedures

To safeguard individual rights under this Equality Policy, any Stakeholder who believes they have suffered inequitable treatment within the scope of this Equality Policy may raise the matter through the appropriate procedure (i.e. the employee grievance procedure for employees or the complaints procedure for Stakeholders who are not employees).

Appropriate disciplinary action will be taken against any Sport Resolutions Stakeholder who violates this Equality Policy under the employee disciplinary procedure or the Sport Resolutions disciplinary procedure.

An individual raising an employee grievance will not be penalised for doing so unless it is untrue and not made in good faith.

As with all grievance and disciplinary procedures, the final point of appeal relating to this policy is the Board appeals committee.

<b>Last review (date)</b>	<b>August 2018</b>
<b>Reviewed by (name)</b>	<b>Audit &amp; Risk Committee</b>
<b>Next review and approval due (date)</b>	<b>August 2020</b>