

Rounders England Equality Policy 2018

1 Introduction

- 1.1 Equality in the Rounders community means taking all possible steps to ensure that all our members, whether they be employees, volunteers, players, coaches, umpires, or a supporter in any other role, understand the principles of equality and embed those principles into everything they do. We want to ensure our sport is fair and inequalities are recognised and addressed. We recognise that we have much research to do to determine what sorts of inequalities exist within Rounders.
It is about changing the culture and structure of our sport to ensure that it becomes equally accessible to all members of society.
- 1.2 Rounders England recognises that for this policy to be a success there has to be an active involvement in its implementation by all employees, volunteers and its members.
- 1.3 This Equality Policy covers the services and activities of Rounders England and its members.
- 1.4 Rounders England embraces and is compliant with the requirements of the Equality Act 2010 and fully supports anti-discrimination legislation and in specifically the nine protected characteristics within the Act.
- 1.5 As a NGB in sport the Equality Act defines such organisations as “Service Providers” though in some cases and in addition to this references to “Associations” are also applicable in our case.

2 Statement of Intent

- 2.1 In relation to equality, Rounders England:
- a) Aims to ensure that all people, irrespective of:
- **Age**
 - **Disability**
 - **Gender Reassignment** (See also Rounders England Gender Policy)
 - **Marriage & Civil Partnership**
 - **Pregnancy & Maternity**
 - **Race**
 - **Religion or Belief**
 - **Sex**
 - **Sexual Orientation**
- have an equal opportunity to take part in Rounders at all levels and roles. These are the **nine ‘protected characteristics’** included in the Equality Act 2010.
- b) Aims to ensure that all present and potential members, employees and volunteers of Rounders England receive fair and equal treatment.

- c) Aims to provide Rounders England services in a way that is fair and equal to everyone.
 - d) Aims not to disadvantage any individual by imposing conditions or requirements that cannot be fully justified.
 - e) Intends to raise awareness of Equality through the communication and implementation of this policy and through the provision of training and development opportunities for staff, volunteers and members.
 - f) Aims to monitor, review and evaluate progress in achieving the stated aims and objectives using the Equality Action Plan and to feed back to members and partner organisations on progress made.
- 2.2 Rounders England will ensure that its recruitment and selection procedures are fair, equal and transparent, and comply with equal opportunities legislation.
- 2.3 To support our Equality Policy aims and overall governance requirements over the next 4 years (2017-2021) we have introduced a Diversity Action Plan that adds further credence to our intentions to embrace and deliver our commitment to equality, diversity and inclusion in our organisation. The plan will focus on three key areas namely:
- a) Recruitment – How our organisation will attract an increasingly diverse range of candidates.
 - b) Engagement – How we will communicate our commitment to diversity through internal and external practices.
 - c) Progressing Talent from Within – How we will focus on developing a strong internal pipeline of diverse talent to populate decision making and other structures.

Each area of focus within the plan is reinforced with a challenging objective and a set of short, medium and long-term action plans with the aim of embedding a strong culture and sustained commitment to equality, diversity and inclusion within our organisation.

3 Principles

- 3.1 The Rounders England Equality Policy reflects the following principles:
- a) An acknowledgement that discriminatory behaviour including direct discrimination, indirect discrimination, associative discrimination and discrimination by perception is against the law and will not be tolerated.
 - b) Harassment, bullying and victimisation will not be tolerated.
 - c) That every member is responsible for creating a welcoming environment for any individual wishing to take part in the sport.
 - d) That all individuals have the right to take part in and enjoy Rounders.
 - e) That equality is NOT about treating everyone the same but appropriately according to his or her needs. Steps may be taken to

develop positive action to address under-representation by priority groups.

- 3.2 These principles will guide the work of Rounders England and inform the Rounders England Equality Action Plan.
- 3.3 This policy will be endorsed and adopted by the Rounders England Board and incorporated into the Bye Laws.
- 3.4 This policy will be reviewed by the Chief Executive Officer nominated to lead on equality on a bi-annual basis and any proposed changes will be presented to the Business Sub Committee for its approval.

4 Legal Obligations

- 4.1 Rounders England recognises its legal obligations under appropriate current legislation the most recent of which is the Equality Act 2010.
- 4.2 Rounders England will ensure its policies, procedures and activities at all times meet the requirements of the legislation.

5 Complaints and Disciplinary Procedure

- 5.1 In pursuance of this policy, Rounders England reserves the right to discipline any members, volunteers or employees who practice any forms of discrimination outlined in this policy.
- 5.2 Disciplinary procedures will be implemented with any employee, member or volunteer where an allegation is made through a complaint or report, or where there are grounds for suspecting gross misconduct (which includes discrimination) has occurred. This action will be in accordance to the procedures outlined in the Rounders England Handbook.
- 5.3 Rounders England's Safeguarding Policy may also be used where a complaint is made about any breach of any part of this equality policy.

6 Monitoring and Evaluation

- 6.1.1 Monitoring and evaluation of this policy and the Action Plan will be undertaken by the Chief Executive Officer.
- 6.2 The Chairman of Rounders England will be ultimately responsible for the implementation of this policy and plan.

Standard Definitions from Equality Legislation are attached – see Appendix A

Appendix A

Types of discrimination: Definitions (taken from ACAS, making reference to the changes due to the Equality Act 2010)

Direct discrimination

Direct discrimination occurs when someone is treated less favourably than another person because of a protected characteristic they have or are thought to have (see perceptive discrimination below), or because they associate with someone who has a protected characteristic (see associative discrimination below).

Associative discrimination

Already applies to race, religion or belief and sexual orientation. Now extended to cover age, disability, gender reassignment and sex. This is direct discrimination against someone because they associate with another person who possesses a protected characteristic.

Perceptive discrimination

Already applies to age, race, religion or belief and sexual orientation. Now extended to cover disability, gender reassignment and sex. This is direct discrimination against an individual because others think they possess a particular protected characteristic. It applies even if the person does not actually possess that characteristic.

Indirect discrimination

Already applies to age, race, religion or belief, sex, sexual orientation and marriage and civil partnership. Now extended to cover disability and gender reassignment.

Indirect discrimination can occur when you have a condition, rule, policy or even a practice in your company that applies to everyone but particularly disadvantages people who share a protected characteristic. Indirect discrimination can be justified if you can show that you acted reasonably in managing your business, ie that it is 'a proportionate means of achieving a legitimate aim'. A *legitimate aim* might be any lawful decision you make in running your business or organisation, but if there is a discriminatory effect, the sole aim of reducing costs is likely to be unlawful.

Being proportionate really means being fair and reasonable, including showing that you've looked at 'less discriminatory' alternatives to any decision you make.

Harassment

Harassment is "unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual".

Harassment applies to all protected characteristics except for pregnancy and maternity and marriage and civil partnership. Employees will now be able to complain of behaviour that they find offensive even if it is not directed at them, and the complainant need not possess the relevant characteristic themselves.

Employees are also protected from harassment because of perception and association.

Third party harassment

Already applies to sex. Now extended to cover age, disability, gender reassignment, race, religion or belief and sexual orientation.

The Equality Act makes you potentially liable for harassment of your employees by people (third parties) who are not employees of your company, such as customers or clients. You will only be liable when harassment has occurred on at least two previous occasions, you are aware that it has taken place, and have not taken reasonable steps to prevent it from happening again.

Victimisation

Victimisation occurs when an employee is treated badly because they have made or supported a complaint or raised a grievance under the Equality Act; or because they are suspected of doing so. An employee is not protected from victimisation if they have maliciously made or supported an untrue complaint.

There is no longer a need to compare treatment of a complainant with that of a person who has not made or supported a complaint under the Act.

The Protected Characteristics

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

Approved 2010, 2011, 2012, 2013, 2014, 2015,2016

Last reviewed & approved by the Board 20/01/2018