

ENGLAND NETBALL

 	Equality Policy	
	Responsible Officer	Director of Finance & Corporate Resources
	Group Owner	Executive Team
	Date Created / Modified	May 2018
	Version	1.1
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	Applicable for	This policy is mandatory. It applies to clubs, Regional Management Boards, County Netball Associations, and all volunteers acting in any capacity within netball where a separate policy does not exist.
	Summary	This policy provides information on England Netball's Equality Policy and sets out England Netball's aim to ensure that everyone is treated fairly and not subject to unlawful or unfair discrimination. The policy sets out the objectives to explain how they will achieve the aim of eliminating discrimination for everyone participating in netball.

Version Control:

Person Responsible	Version and summary of changes	Date

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ENGLAND NETBALL STATEMENT OF COMMITMENT & AIMS

- 1.1 As a National Governing Body, England Netball is fully committed to the principles of equality of opportunity and the elimination of unlawful and unfair discrimination.
- 1.2 England Netball aims to ensure that anyone participating or wishing to participate in netball can do so in a discrimination free environment.
- 1.3 This commitment includes training managers and all other employees and volunteers about their rights and responsibilities under this Equality Policy.
- 1.4 The principles of equality and diversity are underpinned by England Netball's strategic aims, values and current equality legislation.
- 1.5 England Netball aim to ensure that:
 - No volunteer or job applicant is unlawfully discriminated against or receives less favourable treatment on the grounds of a protected characteristic as described in the Equality Act 2010.
 - Everyone within England Netball have equality of opportunity and access to job opportunities, promotion, training and other employee services without any unlawful discrimination or unfair treatment, whether intentional or unintentional, direct or indirect.
 - Through working in partnership we will successfully deliver improved access to our services and wider employment opportunities.
- 1.6 England Netball adopts a zero tolerance to any breaches of this policy and will take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, volunteers, customers, suppliers, visitors and the public during the organisation's activities.
- 1.7 England Netball undertakes to investigate every complaint raised.

POLICY OBJECTIVES

- 2.1 This Equality Policy is based on the following objectives which England Netball commits to uphold:
 - Encourage equality and diversity in the workplace and the sport of netball.
 - Create a working and sporting environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all and where individual differences and the contributions of all are recognised and valued.
 - All volunteers and job applicants are entitled to be fairly treated regardless of their age, disability, gender reassignment, marriage and civil partnership,

pregnancy and maternity, race, religion or belief, sex or sexual orientation. Together these are referred to as “protected characteristics”.

- All volunteers and job applicants are given the same opportunity regardless of their socio-economic background
- Equality is woven throughout the organisational, strategic, individual and departmental planning.
- Everyone who wishes to participate in netball will be given an equal opportunity to access the sport.
- Where appropriate positive action will be used to address past inequalities and areas which are under-represented within netball.
- We all have a responsibility to ensure that discrimination is not tolerated within England Netball and report incidents of discrimination or concerns through the appropriate complaints or governance process.
- Ensure that any individual who believes they have received unfavourable treatment within the scope of this policy should be able to raise their concerns in line with the appropriate bullying and harassment, complaints or governance process. No individual who raises a concern in good faith, or those who support another person to raise a concern should be treated unfairly or discriminated against because of raising the concern.

LEGAL REQUIREMENTS

Equality Act 2010

- 3.1 England Netball recognises its legal obligations under the Equality Act 2010. The Equality Act defines nine protected characteristics:
 - Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race
 - Religion or belief
 - Sex
 - Sexual orientation
- 3.2 Not one protected characteristic has a higher priority than any other. Discrimination can be on the grounds of a single protected characteristic or a number of single, but unrelated, characteristics.
- 3.3 It is unlawful to discriminate directly or indirectly in recruitment, employment or in the provision of services because of a protected characteristic

Reasonable Adjustments

- 3.4 A reasonable adjustment is a change or adaptation to the physical or working environment that has the effect of removing or minimising the impact of the individuals' impairment in the workplace, so that they are able to undertake their job or duties.
- 3.5 As a responsible employer England Netball will consider making reasonable adjustments to ensure that workplace requirements or practices do not disadvantage employees or potential employees with a disability if:
- England Netball become aware of the disability
 - A disabled person or job applicant asks for adjustments to be made
 - A disabled employee is having difficulty with any part of their job
 - Either an employee's sickness record or delay returning to work is linked to their disability
- 3.6 England Netball are accountable for deciding what reasonable adjustments will be made and will seek advice where appropriate when coming to a decision. The focus will be discussing reasonable adjustments with the disabled employee or job applicant. In assessing what reasonable adjustments might be made we will consider if we need to change how a process is carried out, or if we need to physically change the workplace or provide extra equipment to assist the disabled employee in some way.
- 3.7 Reasonable adjustments can be a complex area ACAS have a helpline on 0300 123 1100 which can provide advice on specifics.

DEFINITIONS

- 4.1 All forms of discrimination, harassment, bullying and victimisation are unacceptable. Unlawful discrimination can take the following forms:
- 4.2 Direct discrimination.
Occurs where someone is treated less favourably directly because of a protected characteristic they possess.
- 4.3 Direct discrimination by association.
Occurs when someone is treated less favourably directly because a protected characteristic of someone they are associated with, such as a friend, family member or colleague.
- 4.4 Direct discrimination by perception.
Occurs when someone is treated less favourably directly because a protected characteristic they are thought to have, regardless of whether this perception by others is actually correct or not.

4.5 Indirect discrimination.

This type of discrimination can be less obvious than direct discrimination. Indirect discrimination occurs where a provision, criterion or practice is applied equally to a group of employees or job applicants but has (or will have) the effect of putting those who share a certain protected characteristic at a particular disadvantage when compared to others in the group and the employer is unable to justify it.

4.6 Discrimination arising from disability.

Occurs when an employee is treated unfavourably because of something connected with their disability.

4.7 Bullying.

There are many definitions of bullying and harassment. It may be characterised as offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient. There can be circumstances when an employee might experience conduct amounting to both bullying and harassment, with the bullying part of the behaviour not related to a protected characteristic.

4.8 Harassment.

Occurs when 'unwanted conduct' relating to a protected characteristic or of a sexual nature. It has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.

4.9 Victimisation.

Occurs when an employee is treated less favourably than others for:

- Making an allegation of discrimination; and/or
- Supporting a complaint of discrimination; and/or
- Giving evidence relating to a complaint about discrimination; and/or
- Raising a grievance concerning equality or discrimination; and/or
- Doing anything else for the purpose of (or in connection to) the Equality Act 2010

Victimisation may also occur because an employee is suspected of doing one or more of these things. An employee is protected under the Equality Act if they make or support an allegation of victimisation in good faith, even if the information or evidence they give proves to be inaccurate.

APPLICATION OF THE POLICY

Implementation

- 5.1 England Netball have a Diversity Action Plan which ensures the objectives of this Equality Policy are delivered. The Action Plan in conjunction with the Equality Policy is designed to increase diversity of the organisation and its membership.

- 5.2 The Diversity Action Plan sets out the actions that England Netball will take to improve accessibility to the sport of netball. Making the sport of netball more accessible will help to reduce inequalities and under representation in the sport.
- 5.3 It is a requirement of the Membership Regulations that members adopt and implement this Policy. There is an expectation that Regional Management Boards and County Associations will also adopt this Policy and develop their own Diversity Action Plans.
- 5.4 England Netball will regularly review its employment practices to ensure continued compliance with relevant legislation and good practice. All job packs sent out or advertised by England Netball will contain a statement regarding equal opportunities.
- 5.5 No applicant for any post (including job applicants, consultant advisers, suppliers and volunteers) will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the role or which constitute unlawful discrimination.
- 5.6 Suppliers and third-party providers used by England Netball will be required to demonstrate their commitment to the principles and practice of equality.

Communication

- 5.7 The Equality Policy will be communicated in the following ways:
- A copy of the Equality Policy will be given to all employees, both permanently and casually contracted. It will also be made widely available to England Netball members.
 - The Equality Policy will be highlighted in all staff and volunteer inductions carried out by England Netball
 - A copy of the Equality Policy will be publicly available on the England Netball website.
- 5.8 England Netball will promote continuing professional development for all employees and volunteers to support equal opportunities within the organisation and where appropriate provide specialist facilities, adapted conditions, equipment or training.
- 5.9 Additional information and guidance on the communication of the Equality Policy can be found within the Equality Action Plan.

ROLES AND RESPONSIBILITIES

- 6.1 England Netball has a legal responsibility under the Equality Act 2010 and will take all reasonable steps to prevent and eliminate all forms of unlawful discrimination and victimisation.
- 6.2 The Board of England Netball is responsible for ensuring that this Equality Policy is implemented, followed and reviewed where appropriate. The England Netball Board is also responsible for ensuring that this Equality Policy is enforced, and any

breaches are dealt with appropriately.

- 6.3 The Executive Team has the overall responsibility for communicating the Equality Policy to volunteers to ensure they understand the policy aims and their responsibilities.
- 6.4 A Board Member will be appointed as the 'Equalities Champion' and will advocate the Equalities agenda to the Board and take equality issues into consideration when making decisions.
- 6.5 The Compliance Manager is responsible for the monitoring, auditing and review of the Equality Policy, then reporting to the Executive Team. The Compliance Manager is also responsible for the day to day practical implementation of the Equality Policy. This will include advice, support and dealing with any issues arising from the Equality Policy.
- 6.6 All volunteers have a responsibility to ensure that they do not unlawfully discriminate, harass, bully or victimise anyone whilst carrying out duties and functions on behalf of England Netball and are responsible for promoting a climate where harassment, unlawful discrimination and bullying are unacceptable. Everyone must ensure that their own conduct, and that of their colleagues does not cause offence to another person. England Netball encourage all volunteers to challenge inappropriate behaviour and support colleagues who are experiencing harassment, unlawful discrimination and bullying.

MONITORING, AUDIT AND REVIEW

- 7.1 The Equality Policy will be reviewed every three years unless proposals to the Board or legislation change that requires an interim review or amendment.
- 7.2 This Equality Policy will remain in force until it is amended, replaced or withdrawn.
- 7.3 The Diversity Action Plan is created to ensure the objectives of this Equality Policy are delivered will be reviewed by the Executive Team and the Compliance Manager monthly.
- 7.4 The Diversity Action plan will be reviewed at each meeting of the Inclusion Advisory Forum.
- 7.5 On an annual basis, statistical and (if appropriate) qualitative information will be collected and a report will be produced by the Compliance Manager for the Board. Once approved by the Board the report will be published internally and externally (with due regard to sensitive information) to show the impact of the Equality Policy and implementation of the Diversity Action Plan.

RELATED DOCUMENTS

- 8.1 Equality Action Plan
- 8.2 Anti- Bullying and Harassment Policy
- 8.3 Trans Inclusion Policy

