



# Snowsport England



# SPORTS EQUITY

**SPORTS EQUITY IS ABOUT FAIRNESS IN SPORT, EQUALITY OF ACCESS, RECOGNISING INEQUALITIES AND TAKING STEPS TO ADDRESS THEM. IT INVOLVES CHANGING THE CULTURE AND STRUCTURE OF SPORT TO ENSURE THAT IT BECOMES EQUALLY ACCESSIBLE TO ALL MEMBERS OF SOCIETY. THE FOLLOWING POLICY DOCUMENT SETS OUT A NUMBER OF PROACTIVE STEPS THAT WILL BE TAKEN TO ENSURE THE PRINCIPLES OF SPORTS EQUITY ARE ADHERED TO THROUGHOUT SNOWSPORT ENGLAND AND ALL ITS CONSTITUENT PARTS.**

## Equity Policy Statement

**Snowsport England is fully committed to the principles of equality of opportunity and is responsible for ensuring that no member, volunteer, coach, employee or job applicant of Snowsport England and its constituent parts, receives less favourable treatment on the grounds of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, pregnancy, religious belief, social status, sexual orientation or political belief. Snowsport England will ensure that everyone who wishes has an equal opportunity to participate in all disciplines of snowsports at all levels and in all roles, whether as a participant, coach, manager, volunteer or official in the sport or as an employee within Snowsport England and its constituent parts.**

## Purpose

It is the aim of Snowsport England to ensure that all present or future members / employees within the sport are treated fairly and without discrimination or harassment, whether intentional or unintentional, direct or indirect.

## Commitment to Action

Snowsport England is committed to the Equality Standard for Sport and is working to achieve the foundation level of the standard.

Snowsport England will provide appropriate training to all of its employees, and representatives of the key committees to raise awareness of both collective and individual responsibilities.

Snowsport England recognises that, in some cases, to achieve the principle of equality, unequal effort is required and, if appropriate, will consider and implement positive action to tackle under representation wherever it is recognised.

Snowsport England will publicise this policy and the equity action plan to all employees, volunteers and officials through its own website. Snowsport England will monitor, evaluate, review and report on its policies and procedures to all its employees, members, volunteers and officials.

Snowsport England has appointed an Equity & Ethics Officer to be responsible for the implementation of the equality policy

and a Director for Equality to ensure the representation and accountability for equality issues at the highest board level.

## Legal Requirements

To ensure its practices are fair and equitable Snowsport England recognises and will implement its legal obligations under the following:

- Race Relations Act: 1976 - Amendment Act 2000
- Employment Equality (sexual orientation) Regulations: 2003
- Employment Equality (religion and belief) Regulations: 2003
- Employment Equality (sex discrimination) Regulations: 2005
- Employment Equality (age) Regulations: 2006
- Equal Pay Act: 1970
- Sex Discrimination Act: 1977, 1986, 1999 and 2003
- Disability Discrimination Act: 1995 and 2005
- Disability Rights Commission Act: 1999
- Rehabilitation of Offenders Act: 1974
- Human Rights Act: 2000
- Children Act: 1989 and 2004
- Equality Act: 2006

And any later amendments to the above acts / regulations, or future acts / regulations that are relevant to Snowsport England. Snowsport England will seek legal advice each time the policy is reviewed to ensure it continues to comply with all legislation requirements. [info@snowsportengland.org.uk](mailto:info@snowsportengland.org.uk)

## Discrimination, Harassment and Victimisation



Discrimination can take the form of any of the following examples, but is not necessarily restricted to only those examples:

### **Direct Discrimination**

Treating someone less favourably than you would treat others in the same circumstances on the grounds of their age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, pregnancy, religious belief, social status, sexual orientation or political belief.

### **Indirect Discrimination**

This occurs when, for example, a job requirement or condition is applied equally to all, which has disproportionate and detrimental effect on one sex or racial 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. Such behaviour is not acceptable and neither is it excused on the grounds that the harasser did not intend it.

### **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 Snowsport England under one of the relevant acts / regulations (as previously outlined) or provided information about discrimination, harassment or inappropriate behaviour.

Snowsport England regards discrimination, harassment or victimisation as serious misconduct and any employee, volunteer or member who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action.

## **Implementation**

All Snowsport England recruitment and membership material shall include the equity policy statement.

This policy document will be available to all employees, members, volunteers and officials of Snowsport England and its constituent parts.

All employees, members, volunteers and officials have the responsibility to respect, act in accordance with and thereby support and promote the spirit and intentions of this policy. Where selection is made this will be solely on the basis of relevant criteria published in advance and fairly and transparently administered.

Snowsport England has empowered Vickie Pullin, Equity and Ethics Officer for Snowsport England to oversee the

implementation of this policy and to monitor and evaluate its effectiveness.

## **Communication**

Snowsport England will communicate this policy to all its employees, members, volunteers and officials using our websites, mailings and magazines. At the time of review, a mechanism will be put in place to allow all staff, members and volunteers to be part of the process.

## **Monitoring and Evaluation**

Snowsport England will monitor and evaluate the success of the policy regularly and will review the policy at least annually, but sooner should new legislation be enacted which is relevant to the policy.

## **Complaints and Disciplinary**

To safeguard an individual's rights under the policy; an employee, member, volunteer or official who believes that he / she has suffered inequitable treatment within the scope of this policy should report the incident to Snowsport England's Equity and Ethics Officer, Vickie Pullin, and may raise the matter through the appropriate grievance procedure. Appropriate disciplinary action will be taken against any employee, member, volunteer, affiliated club or official who violates Snowsport England's equity policy. Where the violation of the equity policy by way of harassment, victimisation or discrimination amounts to a criminal offence, the appropriate authority will be informed.

Disciplinary procedures are available from Snowsport England. If you have any comments or questions surrounding