

Equality and Diversity Policy

Sport Structures recognise that everyone has a contribution to make to our society and a right to equal opportunity. We are therefore committed to promoting a best-practice environment, where all individuals and groups are treated with respect and dignity. All staff, learners and any related third party are required to adhere to this policy and to the requirements of the Equality Act 2010 (as amended from time to time).

All staff, learners and any related third party are required to contribute to the effective implementation of this policy treating others equally and ensuring access for all. No one should feel threatened or degraded on the grounds of the following nine protected characteristics identified within the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. This policy aims to prevent and tackle all types of discrimination also identified through the Equality Act 2010.

Direct discrimination	Where someone is treated less favourably than another person because of a protected characteristic.
Associative discrimination	Direct discrimination against someone because they are associated with another person who possesses a protected characteristic.
Discrimination by perception	Direct discrimination against someone because others think that they possess a particular protected characteristic. They do not necessarily have to possess the characteristic, just be perceived to.
Indirect discrimination	Occurs when there is a rule or policy that applies to everyone but disadvantages a person with a particular protected characteristic.
Harassment	Behaviour that is deemed offensive by the recipient. Employees can now complain of the behaviour they find offensive even if it is not directed at them.
Harassment by a third party	Employers are potentially liable for the harassment of their staff or customers by people they don't themselves employ, i.e. a contractor.
Victimisation	Occurs when someone is treated badly because they have made or supported a complaint or grievance under this legislation.

Effective implementation of this policy ensures that we promote equal opportunities, eliminate discrimination, eradicate harassment and ensure access for all. This is achieved by:

- ensuring all staff, learners and any related third parties are made aware of this policy and any related responsibilities
- ensuring all staff are trained in equality and diversity regularly to implement this policy and promote it

- ensuring that all staff, learners and any related third parties are treated equally at all times and having an accessible complaints policy available
- ensuring that all staff are responsible for creating an open and friendly learning environment
- ensuring that staff selection for employment, volunteering, promotion, training or any other benefit will be on the basis of aptitude and ability
- ensuring that learner and participant selection for courses/qualifications/programmes are conducted in accordance with the qualification or programme pre-requisites and specific selection and initial assessment criteria
- ensuring that all selection/rejection decisions are recorded for staff, learners and any relevant third parties
- ensuring that an effective access arrangements procedure is in place and deployed so everyone is able to engage in our courses/qualifications/programmes
- opposing all forms of unlawful and unfair discrimination
- taking any allegations or incidents of discrimination or any type of unfair treatment extremely seriously and responding to them swiftly
- encouraging staff and workforce to attend equality training such as Equity In Your Coaching, Coaching the Person in Front of You and Inclusive Activity Training
- the promotion of equality and diversity through lessons to engage and inspire learners
- the sharing of best practice amongst workforce through CPD and standardisation events
- ensuring equality and diversity and monitored and evaluated through the quality assurance process (further details of this can be found in Sport Structures' Quality Assurance Policy – document reference 2.12)
- monitoring and addressing any imbalances in relation to recruitment, attendance and success rate by a wide range of equality and diversity characteristics
- promoting equality and diversity through campaigns, initiatives and events designed to celebrate the rich diversity of staff, learners and local communities. This may include national celebration days such as International Woman's Day and Mental Health Awareness
- ensuring zero tolerance on any acts of discrimination on the grounds of the nine protected characteristics outlined within the Equality Act 2010. Where such instances of malpractice are proven, action will be taken in accordance with the Sport Structures' Malpractice Policy – document reference number 3.4.

It is ultimately the responsibility of the Head of Centre, to ensure that this procedure is implemented, published and accessible to all personnel, learners and any relevant third parties.

The Equality Officer is:
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Access to Assessment Arrangements

Sport Structures is committed to providing ongoing support to learners with particular requirements to prevent any discrimination. We provide accessible services to learners through reasonable adjustments to assessment and applying for special consideration where these are required, to support learners completing each course/qualification/programme to their full ability.

Access arrangements ensure that the conduct of reasonable adjustments and special considerations reduce substantial disadvantage caused due to a learner's disability or difficulty. In accordance with the Equality Act 2010, we have a commitment to provide access for learners with particular needs to prevent discrimination in the delivery of qualifications and the assessment of learners.

Further information can be found in the Sport Structures' Access to Fair Assessment Policy – document reference number 3.1.

Reasonable Adjustments

Reasonable adjustments to assessment are adjustments made prior to the delivery of a qualification and are in place before a learner takes an assessment to enable a learner with particular needs to demonstrate their knowledge, skills and understanding to the levels of attainment required by the specification for that qualification. It is the learner's responsibility to make Sport Structures aware of any required reasonable adjustments to assessment and this can include information received by the employer if the learner is an apprentice. Sport Structures can then go through the relevant channels with the awarding body.

Equality and Diversity Action Plan 2016-2020

The equality and diversity action plan was developed to challenge the promotion of equality and diversity in all areas and is reviewed yearly alongside all other monitoring around equality and diversity.

Number	Issue	Objective	Target	Timescale
1	Awareness	Ensure our board and management is well-represented by males and females.	Board 50:50 but senior management 25:75 in favour of females currently	2019
2	Awareness	Encourage more female learners to undertake the sport apprenticeships that we offer.		2020
3	Awareness	Ensure staff understand the E&D questions and answers that are embedded into our reviews.	Achieved	2016