

Equality, Diversity, and Inclusion Policy

Introduction

Sport Structures recognise that everyone has a contribution to make to our society and a right to equal opportunity. We are therefore engaged and 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.

No one should feel threatened, degraded or experience discrimination 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. Furthermore, we seek to ensure that people are provided with equal opportunity and do not face discrimination based on training or caring status or economic background. This policy aims to prevent and tackle all types of discrimination identified through the Equality Act 2010.

Purpose of the Policy

- to prevent/tackle any potential/current discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against staff, apprentices, learners or any other related third party
- to increase the awareness amongst staff, apprentices, learners and any other related third party on the principles of equality, diversity, and inclusion, and how Sport Structures upholds them
- to improve current practice and ensure that equality, diversity and inclusion are embedded through the company's policies, procedures, values and practice
- to fulfil our obligations by adopting legal, national and local guidelines to ensure equality of opportunity in terms of employment

Our Commitment

Through our behaviours, we will champion diversity, take action to tackle inequalities and create inclusive environments.

Policy Objectives

- To challenge and reduce discriminatory practice in line with our zero-tolerance approach to any discriminatory behaviour.
- To lead by example with inclusive recruitment practices that champion diversity and ensure fairness.
- To promote equality and diversity through marketing, campaigns, initiatives, and events designed to celebrate the rich diversity of staff, learners, and local communities. This may include allyships and national celebration days such as International Woman's Day and Mental Health Awareness
- To be open minded to difference and create a welcoming and inclusive environment that encourages a diverse workforce representative of society.
- To ensure that all employees have the right to work in a supportive and safe environment, free from harassment, and to support those who speak out against discrimination or poor practice.

- To ensure all staff, apprentices, learners and any related third parties take pro-active steps to reduce any inequalities.
- For apprentices and learners: To provide initial advice and guidance that is impartial and seeks to ensure that individuals are offered appropriate training opportunities for them to achieve their aims without bias.
- To understand, respond and support the individual needs of our staff, apprentices, and learners, and in doing so ensure these individuals are encouraged to develop to their full potential. For apprentices and learners:
 - We will ensure that an effective access arrangements procedure is in place and deployed so everyone can engage in our courses/qualifications/programmes.
 - We will support all apprentices and learners as far as reasonably possible (but subject to funding and health and safety requirements) to pursue the learning programme of their choice. In circumstances where this is not possible, we will identify alternative options/provision.
 - We will provide access to fair assessment procedures
- To proactively reach out to diverse communities and be inclusive in our design principles thinking about the range of needs of our customers, volunteers, people engaged in research methodology and employees of our partners.
- To provide equal access for our staff to training, development and promotion opportunities ensuring that progression is rewarded based on aptitude and ability.
- To influence the sport and physical activity sector to be more diverse and inclusive through the sharing key learnings, learning and people development, and role modelling inclusive behaviours and actions.
- To monitor and evaluate the implementation of this policy.

Responsibilities

It is ultimately the accountability of the Managing Director, to ensure that this policy and all accompanying procedures are implemented, published and accessible to all staff, learners and any relevant third parties. We have assigned a member of our team who will take lead responsibility. However, a commitment of this policy is that equality, diversity and inclusion is a responsibility of all members of the Sport Structures team. Sport Structures is proactive in the implementation of this policy and achieving an inclusive culture as an organisation, as well as inclusive practice in delivery.

The Equality, Diversity & Inclusion Lead is:
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Communication

The policy will be available and easily accessible to everyone in the following ways:

- It will be included in the staff handbook
- It will be accessible through the company shared drive and on the website
- It will be discussed/covered in staff training and staff meetings
- It will form part of any recruitment and induction process

Our Values

We believe acting equitably and embracing diversity is embedded into our company values:

- Passion
- Integrity
- Excellence
- Togetherness

Legal Requirements

In order to fulfil its legal obligations, Sport Structures’ Equality, Diversity and Inclusion Policy complies with all relevant equalities legislation including The Equality Act 2010. Sport Structures will ensure that any future amendments to any relevant legislations are followed and adhered to.

Sport Structures regards discrimination, victimisation, and harassment as serious misconduct. Any employee who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action.

Implementation

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

- establishing and implementing an annual improvement action plan
- 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, diversity, and inclusion regularly to implement this policy and promote it
- ensuring apprenticeship employers will receive training on equality, diversity and inclusion at induction
- ensuring apprentices and learners will receive training on equality, diversity and inclusion, which will be embedded and delivered within their apprenticeship/programme
- ensuring all teaching, learning and assessment materials embed good practice principles on equality, diversity and inclusion to ensure apprentices and learners benefit from this enrichment during their apprenticeship/programme.
- ensuring in apprenticeship delivery, teaching, learning and assessment practice is observed and monitored for all staff with clear objectives set for embedding and delivering high quality equality, diversity and inclusion principles, including Fundamental British Values.
- ensuring this policy is read in conjunction with other policies and procedures such as Recruitment and Selection Policy, Grievance and Disciplinary Policy, Access to Fair Assessment Policy and Quality Assurance Policy
- ensuring all staff, learners and any related third parties have an accessible complaints and grievances policy available
- monitoring and addressing any imbalances in relation to recruitment, attendance and success rate by a wide range of equality and diversity characteristics
- ensuring that equality, diversity, and inclusion is a frequent agenda item across the company and that insight gathered from monitoring is discussed.
- ensuring zero tolerance on any acts of discrimination on the grounds of the nine protected characteristics outlined within the Equality Act 2010.

Definitions

Equality	Equality is about having a society where everyone is free from assumptions and discrimination based on factors such as gender, race or disability ¹ . Equality refers to creating equality of
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¹ Equal Opportunities Commission

	<p>opportunity, which does not necessarily mean treating everyone the same. Equality is not just about equal numbers or reasonable representation based on the sector or society being measured. Instead, it involves treating people in such a way as to ensure overall fairness and to prevent discrimination².</p>
Direct discrimination	<p>Where someone is treated less favourably than another person because of a protected characteristic.</p>
Associative discrimination	<p>Direct discrimination against someone because they are associated with another person who possesses a protected characteristic.</p>
Discrimination by perception	<p>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.</p>
Indirect discrimination	<p>Occurs when there is a rule or policy that applies to everyone but disadvantages a person with a particular protected characteristic.</p>
Harassment	<p>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.</p>
Harassment by a third party	<p>Employers are potentially liable for the harassment of their staff or customers by people they don't themselves employ, i.e. a contractor.</p>
Victimisation	<p>Occurs when someone is treated badly because they have made or supported a complaint or grievance under this legislation.</p>
Diversity	<p>Considering the unique differences in people and groups. Respecting, valuing, and celebrating these differences.</p>
Inclusion	<p>Positive action and steps are taken to proactively include people. Individuals feel welcomed, included and a sense of belonging. Their voices are heard, and their needs are met.</p>

SIGNED POLICY AVAILABLE ON REQUEST

² UK Sport & sportscotland: Equalities Legislation: A guidance for Governing Bodies of Sport