



SNOWSPORT **ENGLAND**

Snowsport England's Equality Policy

September 2013 - 2nd edition

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SECTION 1 - Introduction

Traditionally inequalities have existed within sport; many examples can be found in relation to race, disability, age and gender. Generally these are not deliberate and have their origins in a historical or cultural background.

Society in general has shifted toward an access for all mentality. Organisations, societies or clubs that exclude large sectors of the population from their activities, whether directly or indirectly, have become viewed as outdated and increasingly unacceptable

It is widely acknowledged that sport plays a powerful role in promoting the inclusion of all groups in society. It is recognised that governing bodies have an ethical and business responsibility to consider the current position of their sport and plan for the inclusion of a wider range of participants, to open up the benefits of sport in England to all sectors of the population.

As the National Governing Body for Snowsports in England we take this responsibility seriously and have made a commitment to work towards achieving The Equality Standard for Sport. This policy has achieved the Foundation Level standard and we have shown that SSE is committed to equality within our sport. We are now striving towards the Preliminary Level where we need to demonstrate a true understand of where the sport stands and are clear about what we need to do to achieve equality.

This responsibility does not stop with us and to be a truly open for all sport we each need to do our part. We want to equip you, the snowsports club, provider, or individual regardless of your role, with the tools and knowledge required to ensure you provide opportunities and an environment that truly promotes fairness and access for all.

This is the 2nd edition of our Equality Policy and we have endeavoured to make it as useful and user-friendly as possible. It provides your club, organisation or yourselves with the information and tools you require to help create a truly equal snowsport environment.

This policy sets a number of proactive steps that will be taken to ensure the principles of 'sports equity' and 'equal opportunities' are adhered to throughout Snowsport England.

Equal Opportunities - *refers to the internal workings of the organisation and is used within the employment context of an organisation including such issues as recruitment and selection, grievance and disciplinary procedures, pay and conditions.*

Sport Equity – *is concerned with the sport itself. It 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, whatever their age, ability, gender, race, ethnicity, sexuality or social/economic status.*

SECTION 2 – Equity Statement

Equity Policy Statement

Snowsport England is fully committed to the principles of equality of opportunity and is responsible in ensuring that everyone who wishes to, has a genuine and equal opportunity to participate in all snowsport disciplines at all levels and in all roles of the sport; irrespective of their age, ability, disability, gender-reassignment, religion or belief, ethnic origin, nationality, social status, marital status and civil-partnership, sex, sexual orientation, pregnancy and maternity or political belief. This includes members, volunteers, participants, supporters, coaches and officials in the sport or as a job applicant or employee of Snowsport England and its constituent parts.

Snowsport England and its constituent parts recognise that discrimination is unacceptable and will not tolerate less favourable treatment as a result of direct or indirect discrimination.

Purpose

Snowsport England recognises that individuals and/ or certain groups on our society may not have been able to participate equally and fully in snowsports in the past and that some barriers to participation do exist.

This policy has been produced so Snowsport England can identify and take or support positive action to eliminate barriers and tackle individual and institutional discrimination or harassment, whether intentional or unintentional, direct or indirect which may preclude some people from participating fully in snowsports

Commitment to Action

Snowsport England is committed to The Equality Standard for Sport and strives to develop through the four levels of achievement.

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:

- Have a three year Equality Implementation Plan to ensure actions are taken to develop Snowsport England along The Equality Standard and towards a sport open to all.
- Work in partnership and support appropriate action from other snowsport organisations in line with Snowsport England's Equality Implementation Plan.
- Display its commitment to Sports Equity through the implementation of its Equality Implementation Plan (available from Snowsport England).
- Provide access to appropriate training to all of its employees, board members and key volunteers to raise awareness of individual responsibilities in relation to equality.
- Embed equal opportunities into all policies, plans and strategies.

- Work towards the equitable provision of its services, taking into account difference and diversity, to ensure they are accessible to all who need them. To avoid disadvantaging any person by conditions or requirements that cannot be reasonably justified
- Broadening representation throughout the management structure to reflect the diversity of society.
- Ensure where selection is made this will be solely on the basis of relevant criteria published in advance and will be fairly and transparently administered.
- Endeavour to use images and photos that truly represent and illustrate the range of participants currently involved in sport in any new publications or resources. Gaining prior consent if required.

Legal Requirements

To ensure its practices are fair and equitable, Snowsport England recognises and will implement its legal obligations under The Equality Act 2010

Any later amendments to the above acts / regulations, or future acts / regulations that are relevant to Snowsport England will also be implemented. Snowsport England will seek legal advice each time the policy is reviewed to ensure legislation requirements.

SECTION 3 - Definitions

Equal Opportunities

Refers to the internal workings of the organisation and is used within the employment context of an organisation including such issues as recruitment and selection, grievance and disciplinary procedures, pay and conditions.

Sport Equity

Is concerned with the sport itself. It 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, whatever their age, ability, gender, race, ethnicity, sexuality or social/economic status.

Direct Discrimination

This is when 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 a 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).

SECTION 4 - Implementation

Responsibility

The Board of Directors of Snowsport England as a whole will endorse and be responsible for ensuring that this Equality Policy is implemented and will deal with actual or potential breaches. A member of the Board will be appointed as the 'Equality Champion' and will ensure that equality is included as an agenda item at Board meeting when appropriate and that the Board takes equality issues into consideration when making decisions.

A Snowsport England Equity and Ethics Officer will be appointed to take overall responsibility for overseeing the implementation of this policy and to monitor and evaluate its effectiveness. In the event of this role being vacant, the Chief Executive will temporarily take on this responsibility

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.

Communication

Snowsport England will communicate this policy to all of its employees, job applicants, members, volunteers, participants, supporters, coaches and officials using our website, newsletter and mailings. The policy is also publicised to employees through the staff handbook and to all new members of staff through an induction.

All Snowsport England recruitment and membership material shall include the equity policy statement and direct readers to the full policy on the SSE website.

Monitoring, evaluation and review

Once approved, the policy will apply for a maximum of 3 years before a formal review takes place, unless any proposal to the Board, or legislation change, requires an interim review and/or amendment. 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 of implementation.

The Equality Action Plan, created to ensure the intent of the policy is delivered, will be reviewed by the Chief Executive and Equity and Ethics Officer who is responsible for leading its implementation, on a 6 monthly basis.

On an annual basis, statistical information will be collected and evaluated in the form of an equality report for the Board, this will be published internally and externally, to show the impact of this policy. Information should be collected about recruitment and about the composition of the workforce, both paid and voluntary where possible with consideration to the Data Protection Act 1998. Monitoring the services we provide will show how effective our organisation is in meeting the needs of the community. We will do this through the use of service user questionnaires.

Complaints and Disciplinary

Any employee, volunteer, member or affiliated club who violates SSE's Equity Policy by discriminating against, harassing or victimising any other person will be seen to have committed a serious misconduct and be liable to appropriate disciplinary action. Disciplinary procedures are available from Snowsport England, where the violation amounts to a possible criminal offence, the appropriate authority will be informed.

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 matter to Snowsport England's Equity and Ethics Officer, and may raise the matter through the appropriate grievance procedure.

An individual may raise and grievance and no employee, member, volunteer or official will be penalised for doing so unless it is untrue and not made in good faith.

If you have any comments or questions surrounding the policy please contact

The Equity and Ethics Officer who details are below;

Susie Moore

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Suggestions for changes to future versions are always welcome as we strive to provide the most useful resources we can for you.