



## **Equal Opportunities Policy**

September 2022

(This policy will be reviewed in September 2023)

Bristol Sport Foundation recognises that discrimination is completely intolerable and that it is our responsibility to ensure that the principles of equality of opportunity are always followed. It is in the interest of Bristol Sport Foundation and its employees to utilise the skills of everyone involved in the organisation, this includes job applicants, employees, volunteers or members.

We will ensure that these people do not receive less favourable treatment on the grounds of gender, age, race, disability, sexuality, nationality, ethnic origin, colour of skin, pregnancy, religious belief, social background, class, political belief, parental and marital status.

### Responsibilities of Bristol Sport Foundation's employees

Whilst it is our responsibility to ensure that all principles mentioned within this policy are followed properly, the attitudes and compliance of our staff, members and volunteers is also crucial to the successful operation of this policy. All people involved with Bristol Sport Foundation should:

1. comply with the policy and arrangements
2. inform the person in charge if they become aware of any discriminatory practice
3. not victimise, harass or threaten other employees and members on the grounds specified in this policy
4. not discriminate or encourage others to do so.

### Policy Principles

Bristol Sport Foundation is dedicated to the following:

1. making certain that there is absolute access and fair treatment to all people who wish to participate in our activities
2. recruitment and promotion is assessed completely on the basis of a person's suitability, capability and qualifications
3. promotion of sport equality, ensuring that all participants receive fairness in sport and the access to it. We will recognise inequalities and take immediate steps to address them
4. helping to change the culture and structure of sport in the hope of making sport more equally accessible to everyone in society
5. everyone having the right to enjoy their sport in an environment free from threat of bullying, harassment and abuse
6. any incidents of discriminatory behaviour will be regarded as gross misconduct, therefore they will be dealt with seriously
7. encouragement and support of the personal development of employees, volunteers and members
8. employees and volunteers working with the organisation will be informed of the equal opportunities policy and the reason for having it in place. They will also receive any training on related issues as appropriate

9. records containing all details are kept of any discriminatory incidents

#### Government guidance and legislation

Bristol Sport Foundation's Equal Opportunities policy is based upon and follows government guidance. Below is an overview of relevant legislation. We all have a legal and moral obligation and responsibility to contribute to making Bristol Sport Foundation a fair place to be where there is no discrimination against our employees, members and volunteers. Bristol Sport Foundation recognises its legal obligations under the following legislation:

1. Equality Act 2010
2. The Equal Pay Act 1970
3. Civil Partnership Act 2004
4. The Rehabilitation of Offenders Act 1974
5. The Sex Discrimination Act 1975, 1986 and 1999
6. Gender Recognition Act 2004
7. The Race Relations Act 1976 and Race Relations Amendment Act 2000
8. Racial and Religious Hatred Act 2006
9. Disability Discrimination Act 2005
10. Disability Rights Commissions Act 1999
11. Human Rights Act 2000
12. Employment Equality (Sexual Orientation) Regulations 2003
13. Employment Equality (Religion and Belief) Regulations 2003
14. Employment Equality (Age) Regulations 2006
15. Along with any future alterations to the above acts and regulations or any additional future acts and regulations that are introduced and relevant to Bristol Sport Foundation

#### Forms of discrimination

It is important as part of this policy that all members of Bristol Sport Foundation understand what is considered as discrimination and the various forms that it can occur in:

1. direct discrimination – this occurs when one employee or member is treated less favourably than another would be treated in the same circumstances, on the grounds mentioned previously
2. indirect discrimination – this happens when a job requirement or condition is applied equally to all but it has a detrimental effect on one group in society, as it is difficult for that group to comply with it (e.g. because of their religion)
3. victimisation – this occurs when a person is treated less favourably than others because they have taken action under one of the above regulations/acts
4. harassment – this can be described as unwanted behaviour that either violates a person's dignity or creates a threatening, unfriendly and humiliating environment for the person. It can occur through verbal or physical contact
5. Any form of discrimination, harassment or victimisation, as described above is considered 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.

#### Dealing with discrimination

In order to protect an individual's rights under this policy, an employee, volunteer or member who feels that they have suffered from unfair treatment, which is covered within this policy has the right to pursue a complaint concerning discrimination, harassment or victimisation via the grievance procedures, as these issues are treated as disciplinary offences. The appropriate disciplinary action will be taken against any employee, volunteer or member who violates this Equal Opportunities policy. Any individual may report a grievance, however it is important that it is truthful and not made up, as the employee, volunteer or member may be penalised as a result. As with most grievance procedures, the point of appeal is Bristol Sport Foundation's Chief Community Officer.