

County Durham Sport Partnership Equity Policy

The Executive Director has the overall responsibility for the implementation of the County Durham Sport Partnership Equity Policy throughout the partnership, supported by the Steering Group, Development Manager and Partnership Development Officer (2).

All employees of the County Durham Sport Core Team and partners of County Durham Sport have the responsibility to act in accordance with the County Durham Sport Partnership Equity Policy.

1. Sports Equity:

- 1.1 Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them.
- 1.2 Sports equity is about changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society whatever their age, gender, ability, ethnic origin, religious belief, social status and sexual orientation.
- 1.3 Sports equity is about making sure that everyone can realise their talent and fulfil their potential.
- 1.4 Sports equity is about using the power of sport to engage, unite and motivate people, promote social inclusion and improve health.
- 1.5 Sports equity is about individuals' responsibility to challenge discriminatory practice and promote inclusion.

2. Policy Statement:

"The County Durham Sport Partnership aims to ensure that sport and physical activity is made accessible to all irrespective of age, gender, ability, ethnic origin, religious belief, social status and sexual orientation"

3. Policy Purpose:

- 3.1 This policy has been produced to set minimum standards within the partnership in regard to any discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against its employees, members and volunteers.
- 3.2 The County Durham Sport Partnership will continue to ensure all present, potential and future employees receive fair and equal treatment through its personnel policies and practice. Furthermore if any employee practices direct discrimination they will be liable to disciplinary action by the partnership. The County Durham Sport Partnership ensures that in its provision and delivery of services and activities, individuals will not be disadvantaged through the imposition of conditions and/or requirements that cannot be fully justified.

4. Discrimination, Harassment and Victimisation:

- 4.1.1 *Direct Discrimination*: This means treating someone less favourably than you would treat others in the some circumstances.
- 4.1.2 *Indirect Discriminations*: This occurs when a job requirement or condition is applied equally to all, which has a disproportionate and detrimental affect on one sector of society, because fewer from that sector can comply with it and the requirement cannot be justified in relation to the job.
- 4.1.3 *Harassment* is described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be directed towards people because of their gender, race, colour, ethnic origin, nationality, age, sexual preference, a disability or some other characteristic. County Durham Sport is committed to ensuring that its employees, members, participants and volunteers are able to conduct their activities free from harassment or intimidation.

5. Policy Actions:

- 5.1 The County Durham Sport Partnership will produce an Equity Action plan that will address the purpose of the policy through the:
 - 5.1.1 Development of awareness of sports equity at partnership and local level
 - 5.1.2 Promotion of non-discriminatory behaviour by all participants
 - 5.1.3 Representation of priority groups on Partnership development groups
 - 5.1.4 Promotion of understanding of the social composition of the Partnership area
 - 5.1.5 Delivery of all programmes in line with the sports equity targets of Sport England and the National Governing Bodies of Sports
 - 5.1.6 Establishment of innovative schemes to encourage priority groups into sport
 - 5.1.7 Adoption of a charging policy that is affordable to all participants of sport in the Partnership area
 - 5.1.8 Monitoring and evaluation of the participation levels of priority groups
 - 5.1.9 Offering of training opportunities, throughout the partnership, in sports equity
 - 5.1.10 Provision of equity information and the development of local awareness campaigns
 - 5.1.11 Continued development of close links with local, regional and national Equity organisations

6. Legal Framework:

- 6.1 County Durham Sport recognises its legal obligations to employees under the following acts and any future amendments:
 - 6.1.1 Equal Pay Act 1970 (amended 1983)
 - 6.1.2 Sex Discrimination Act 1975
 - 6.1.3 Race Relations Act 1976 and Race Relations (Amendment) Act 2000
 - 6.1.4 Disability Discrimination Act 1995 and subsequent amendments
 - 6.1.5 Protection from Harassment Act 1997
 - 6.1.6 Human Rights Act 1998
 - 6.1.7 Employment Act 2002
 - 6.1.8 Employment Equality (Sexual Orientation) Regulations 2003
 - 6.1.9 Employment Equality (Religion or Belief) Regulations 2003
 - 6.1.10 Gender Recognition Act 2004
 - 6.1.11 Equality Act 2006
 - 6.1.12 Employment Equality (Age) Regulations 2006
- 6.2 The County Durham Sport Core Team will follow relevant Durham City Council policies and procedures, all County Durham Sport partners will follow their own, relevant, policies and procedures.
- 6.3 To safeguard individual rights under the policy an employee, volunteer or member who believes he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate grievance procedure.
- 6.4 An individual may raise any grievance and no employee, volunteer or member will be penalised for doing so unless it is untrue and not made in good faith.

7. Policy Communication:

- 7.1 The County Durham Sport Partnership Equity Policy will be communicated through the following methods:
 - 7.1.1 Staff Inductions
 - 7.1.2 All Internal and External meeting structures
 - 7.1.3 County Durham Sport Website
 - 7.1.4 County Durham Sport Weekly Update

8. Policy Monitoring:

- 8.1 The County Durham Sport Partnership Equity Policy will be reviewed on an annual basis through the County Durham Sport Partnership Steering Group.