



Equality Statement

Our Vision

“Everyone, able to improve the quality of their life through involvement in sport and physical activity”

Equality Statement

County Durham Sport is fully committed to the principles and practice of equality of opportunity and diversity and in treating everyone according to their needs, understanding that people need to be treated in ways that are fair.

As set out in our Equality and Diversity Policy, we will treat all employees equally and fairly and will not discriminate on the grounds of sex, marital status, civil partnership status, transgender status, sexual orientation, race, colour, ethnic origin, national origin, religion, age or disability – whether prohibited by legislation or otherwise.

County Durham Sport also recognises that we live in a diverse society and that large sections of our community are often under-represented and face significant inequality. We are therefore committed to promoting both equal access and fairness, and to reducing inequality in sport and physical activity.

Through our work with partner organisations and networks, we will endeavour to ensure that they adopt and demonstrate their commitment to the principles and practice of equality and diversity.

Finally, we will also endeavour to promote equality, diversity and fairness through the delivery of our programmes and partnerships, including ensuring that the principles and practice of sports equity are embedded in programmes that we fund.

Looking forward

County Durham Sport believes that that to achieve more equitable and accessible provision, there is a need to:

- Challenge discriminatory practice and promote inclusion
- Recognise inequalities and take steps to address them
- Enable all individuals to realise their talent and fulfil their potential
- Use the power of sport and physical activity to engage, unite and motivate people, promote social inclusion and improve health
- Change the culture and structure of sport and physical activity to ensure that opportunities are made available to all
- Take account of the needs of different groups and communities
- Adopt recommended practices
- Acknowledge and respect diversity

We will:

- Ensure that the principles of equality and inclusion are understood by all staff and Trustees
- Use the Equality Standard for Sport as a tool for improvement to impact on all underrepresented groups, giving them the opportunity to participate in sport and physical activity at all levels
- Seek to be an example of best equality practice

- Be committed to widening the base of those involved with the organisation and take positive steps to engage the community served
- Ensure that the commitment, accountability and responsibility for equality is firmly placed at the most senior levels within the organisation
- Operate transparent, open and equitable recruitment practices that safeguard against unfair or unlawful discrimination
- Support staff and volunteers to embed an awareness and understanding of equity and diversity
- Adhere to all County Durham Sport policies and procedures that ensure fair treatment for all staff and which deal with, harassment and discrimination in the workplace
- Ensure that sports equity is central to the training and development of all staff
- Incorporate equity objectives and improvement targets within the organisations Business Plan
- Ensure that sports equity is embedded within the planning, development and implementation of all the sports programmes it supports and funds
- Work closely with our key partners to promote the importance of sports equity, and identify and share good practice
- Continue to work with the media to promote equality of sports coverage and the promotion of positive role models and images across all priority groups

Communication

The Equality Statement will be communicated internally and externally through the following methods to highlight the organisations belief and commitment to equality.

- CDS Staff Induction Procedure
- CDS Office Manual
- CDS Management Team Meeting
- CDS Team Meeting
- CDS Website
- CDS Newsletter
- Press Releases

Responsibility

The Executive Manager will be responsible for embedding a culture of equitable practise and provision throughout the organisation and for ensuring that all employees act in accordance with the County Durham Sport employee handbook and Equality and Diversity and Dignity at Work policy.

Review

The Equality Statement will be reviewed on an annual basis by the Board and team.