

GBWR EQUALITY POLICY

1. Commitment

Great Britain Wheelchair Rugby Ltd (GBWR), both as a company and as the national governing body for the sport, is fully committed to supporting the principle and practice of equality across all aspects of its operations and development.

In doing so it acknowledges and adopts the following Sport England definition of sports equity:

“Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.”

This Equality Policy has been produced to identify and eradicate barriers, and to tackle and prevent discrimination or other unjustifiable unfair treatment.

GBWR looks to ensure that all people, irrespective of race, colour, ethnic or national origins, religion, creed, age, gender, marital status, social position, disability, sexual orientation, political opinion or social circumstance, have a genuine and equal opportunity to take part in wheelchair rugby at all different levels and in all roles. This includes job applicants, employees, contractors, participants, officials, volunteers and spectators.

GBWR is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and/or abuse. Everyone in the sport has a responsibility to oppose discriminatory behaviours and to promote equality of opportunity.

2. Legal Requirements

GBWR recognises its legal obligations and will take account of all relevant legislation, albeit not limited to, the following:

- Equal Pay Act 1970 (and Amendment Regulations 2003)
- Rehabilitation of Offenders Act 1974 (and Exemptions Order 1975)
- Sex Discrimination Acts 1975, 1986 & 1999 (and Regulations 2008)
- Race Relations Act 1976 (Amended 2000)
- Disability Discrimination Act 1995
- Data Protection Act 1998
- Human Rights Act 1998 & 2000
- Children Act 1998 & 2004
- Disability Rights Commission Act 1999
- Race Relations Amendment Acts 2000 & 2005
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion and Belief) Regulations 2003
- European Directives on Sexual Orientation and Religion (2003) and Age (2006)
- Gender Recognition Act 2004
- Employment Equality (Age) Regulations 2006

- Equality Act 2010

and any later amendments to the above Acts/Regulations, and/or future Acts/Regulations that are relevant to GBWR.

GBWR will take positive action to encourage increased participation from under-represented groups, within the limits of appropriate legislation. GBWR does not support positive discrimination (i.e. giving someone more opportunities because they come from a particular deprived group in preference to others equally or better qualified/experienced), which is still illegal in the UK.

GBWR reserves the right to limit competitions to persons of specific age, gender or disability groups where this is necessary to ensure equitable, safe and equal competition. In this context, GBWR will also take account of the Equality Policy of Paralympics GB, which sets out the limitation within the athlete qualification process for the Paralympic Games where nationality and disability are requisites for selection.

3. Types of Discrimination

Direct Discrimination is defined as treating a person less favourably than how others would be treated in the same circumstances.

Indirect Discrimination occurs when a job requirement or condition is applied equally to everyone, 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 can be described as inappropriate actions, behaviours, comments or physical contact that are objectionable or cause offence to the recipient. It may be directed towards people because of their age, sexuality and/or disability.

Victimisation is defined as when someone is treated less favourably than others because he or she, acting in good faith, has made an earlier complaint of unlawful discrimination against, or to, GBWR Ltd under one of the relevant Acts/Regulations (as listed above) or provided information about discrimination, harassment or inappropriate behaviour.

4. Implementation & Monitoring

The GBWR Board of Trustees is responsible for monitoring that this Equality Policy is followed and for ensuring that breaches are dealt with appropriately. This policy will be reviewed every three years, unless any proposal to the Board, or legislation change, requires an interim review and/or amendment.

The Chief Executive has the overall responsibility for operational implementation of the Equality Policy. No job applicant will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unfair discrimination. A copy of the policy shall be available to all professional staff, contractors and volunteers working for GBWR.

A planned approach shall be adopted to remove discrimination against any group, including through an Equality Action Plan (EAP) which seeks progressively to fulfil the relevant levels of the Equality Standard for Sport. The EAP, created to ensure the intent of the policy is delivered, will be reviewed annually. The GBWR Governance & Finance Sub Committee shall have overall responsibility for the monitoring and reviewing of the Equality Action Plan.

All relevant areas of the organisation will be affected by this Equality Action Plan, which will be incorporated into the overall strategic plan of GBWR. The policy will be communicated through the EAP. GBWR shall be committed to providing appropriate training opportunities as set out within the Equality Action Plan. GBWR recognises that, in some cases, to achieve the principle of equality, unequal effort and resource will be required and, if appropriate, will consider positive action to tackle under-representation.

All persons shall respect, act in accordance with, and thereby support and promote the spirit and intentions of this policy. GBWR will require all affiliated organisations to adopt an appropriate equality policy. GBWR shall be committed to working alongside those individuals or organisations which are prepared to demonstrate the principles and practice of equality as laid out in this document.

5. Disciplinary and Grievance Procedures

GBWR regards discrimination, harassment and victimisation, as described above, as serious misconduct and any employee or contractor of GBWR, participant, official or volunteer who discriminates against, harasses or victimises any other person will be liable to disciplinary action.

To safeguard individuals' rights under the policy, an employee, contractor, participant, official or volunteer who believes that he/she has suffered treatment within the scope of the policy may raise the matter through the appropriate grievance procedure.

Appropriate disciplinary action will be taken against any employee, contractor, participant, official or volunteer who violates the GBWR Equality Policy.

GBWR is concerned that individuals feel able to raise any grievance and no employee contractor, participant, official or volunteer will be penalised for doing so, unless it is untrue and not made in good faith.