

## **North Yorkshire Sport Equality & Diversity Policy**

### **Purpose**

To prevent, reduce and stop all forms of unlawful **discrimination** in line with the Equality Act 2010.

To ensure that recruitment, promotion, training, development, assessment, benefits, pay, terms and conditions of employment, redundancy and dismissals are determined on the basis of capability, qualifications, experience, skills and productivity.

### **Scope**

North Yorkshire Sport seeks to apply this Policy in the recruitment, selection, training, appraisal, development and promotion of all employee and Trustees.

The Organisation offers goods and services in a fashion that complies with the spirit of this Policy.

This Policy does not form a part of any employee's contract of employment and it may be amended and updated at any time.

This Policy covers all individuals working at all levels and grades, collectively referred to as "**staff**" and **Trustees** (see Definitions at the end of this policy).

### **Policy**

North Yorkshire Sport is committed to achieving a working environment which provides equality of opportunity and freedom from unlawful discrimination on the grounds of a **Protected Characteristic**, (see Definitions at the end of this policy).

This Policy aims to remove unfair and discriminatory practices within the Organisation and to encourage full contribution from its diverse community. North Yorkshire Sport is committed to actively opposing all forms of **discrimination**.

North Yorkshire Sport also aims to provide a service that does not discriminate against its clients and customers in the means by which they can access the services and goods supplied by North Yorkshire Sport.

North Yorkshire Sport believes that all **staff** , **Trustees** and clients are entitled to be treated with respect and dignity.

North Yorkshire Sport is committed to progressing towards achieving gender parity and greater diversity generally on its Board, including, but not limited to, Black, Asian, minority ethnic (BAME) diversity and disability.

## **Disability Discrimination**

Any member of **staff** or **Trustees** who is disabled or becomes disabled, is encouraged to tell North Yorkshire Sport about their condition so that appropriate support can be provided.

Where an employee experiences difficulties at work because of his or her disability, they should contact their Line Manager to discuss any reasonable adjustments that would help overcome or minimise the difficulty.

North Yorkshire Sport will consider the matter carefully and try to accommodate any needs within reason. If North Yorkshire Sport considers a particular adjustment would not be reasonable, the employee will be advised of the reasons and where possible, an alternative solution will be agreed.

We will monitor the physical features of our premises to consider whether they place disabled workers, job applicants or service users at a substantial disadvantage compared to other **staff**.

## **Responsibilities**

Implementation of this policy and its annual review will ultimately be the responsibility of Simon Pierce, Development Manager.

All **staff** and **Trustees** of North Yorkshire Sport are required to act in a way that does not subject any other **staff**, **Trustees** or clients or third parties to direct or indirect discrimination, harassment or victimisation on the grounds of a **Protected Characteristic**.

The co-operation of all **staff** and **Trustees** is essential for the success of this Policy. Without exception all staff are required to follow this Policy and to ensure that all other **staff and Trustees** do the same.

**Staff** and **Trustees** may be held independently and individually liable for their discriminatory acts by North Yorkshire Sport and may in certain instances be ordered by an Employment Tribunal to personally pay compensation to the person who has suffered as a result of discriminatory acts.

North Yorkshire Sport takes responsibility for achieving the objectives of this Policy, and endeavours to ensure compliance with relevant Legislation and Codes of Practice.

## **Forms of Discriminations**

**Discrimination** may be direct or indirect and it may occur intentionally or unintentionally and can include harassment, bullying and victimisation. For details, see Definitions at the end of this policy.

### **Managing Discriminatory Behaviour**

In the event that a **staff** member or **Trustee** believes that he or she has been the subject of **discrimination**, they are encouraged to raise the matter through the grievance procedure.

Where a member of **staff** or **Trustee** believes that they may have been subject to

harassment, they are encouraged to raise the matter through the Anti-Harassment Policy.

Any member of **staff or Trustee** who is uncertain as to how to proceed, they should seek advice from their Line Manager.

Where a member of **staff or Trustee** witnesses any breach of this policy should report the matter to a senior manager.

Allegations regarding potential breaches of this policy, or reports of witnessing such breaches, will be treated in confidence and investigated in accordance with the relevant procedure.

**Staff/ Trustees** who make such allegations in good faith will not be victimised or treated less favourably as a result.

False allegations which are found to have been made in bad faith will, however, be dealt with under the disciplinary procedure.

Any member of **staff or Trustee** who is found to have committed an act of **discrimination** or harassment, or who has witnessed such an act and failed to report it, will be subject to disciplinary action.

Such behaviour may constitute gross misconduct and, as such, may result in summary dismissal. North Yorkshire Sport take a strict approach to serious breaches of this policy.

## **Definitions**

The following words or phrases, for the purpose of this policy, will have the following meaning:

### **Staff**

Includes all individuals working at all levels and grades, including senior managers, officers, directors, employees, consultants, contractors, trainees, home workers, part-time and fixed-term employees, volunteers, casual workers and agency **staff**.

### **Trustees**

Includes all individuals elected to or co-opted to the Board of North Yorkshire Sport including the Chair and Vice Chair.

### **Protected characteristics**

Means race, sex, pregnancy and maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation

### **Discrimination**

**Direct discrimination** occurs where someone is treated less favourably because of one or more of the **Protected Characteristics** set out above.

**Indirect discrimination** occurs where a particular work practice, provision or criterion puts and unfair advantage on a particular group of **staff** who are covered by a **Protected**

**Characteristic.**

**Harassment** is unwanted conduct that has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or an offensive environment for them.

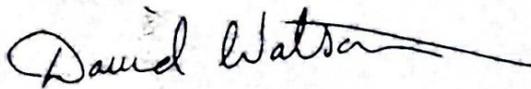
**Victimisation** is less favourable treatment towards someone who has complained or has given information about discrimination or harassment, or supported someone else's complaint

Further information on types of **discrimination** can be obtained from a senior member of **staff**.

Adopted: January 2018

Review Date: February 2019

Signed:



David Watson  
Chief Executive