



Equality Policy

1.0 Policy Scope

Active Gloucestershire's Equality policy applies to all employees, volunteers, and Trustees.

2.0 Policy Statement

Active Gloucestershire aims to ensure that all people, irrespective of age, gender, ethnic origin, ability, sexual orientation, religious beliefs or social status, have an equal opportunity to participate at all levels and in all roles.

Active Gloucestershire's strategy aims to shape the way in which current and future generations are introduced to, experience and value sport. If Active Gloucestershire is shaping the way, then it is imperative that we are diverse and engage all communities equally.

Sport and physical activity brings people and communities together, and can be a catalyst for change and inclusion. Active Gloucestershire recognises that equality means ensuring fairness in sport and physical activity, equality of access, identifying inequalities and working to change the culture and structure of sport. Active Gloucestershire understands inequalities exist and will take positive action to minimise them.

The *Equality Standard for Sport* is a framework to guide sports and community organisations towards achieving equality. It will assist organisation in developing structures and processes, assessing performance and ensuring continuous improvement in equality.

Although many sports organisations maintain that they have an 'open door' policy, this has not necessarily changed the traditional levels of participant and involvement in sport. Research shows that many sports have low participation levels by women and girls, ethnic minority groups, disabled people and young and older people, and these groups are therefore under represented.

By using the *Equality Standard for Sport* as a tool to improve our services, more people from under-represented groups will have the opportunity to enjoy a quality experience in sport and physical activity.

3.0 Legislation

Active Gloucestershire recognises its legal obligations and will abide by the requirements of the following:

- Equal Pay Act 1970
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Acts 1975, 1986 and 1999
- Race Relations Act 1976 and the Race Relations Amendment Act 2000
- Disability Discrimination Act 1995
- Human Rights Act 1998
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion and Belief) Regulations 2003.
- Equality Act 2010.



4.0 Key Responsibilities

All staff and partners working with Active Gloucestershire will be responsible for the day to day implementation of the policy under the direction of the Chief Executive Officer.

This policy is the foundation of Active Gloucestershire's commitment to equality and inclusion, and will be implemented through Active Gloucestershire's annual business plan.

Active Gloucestershire's equality policy has been developed to ensure fair treatment for all.

Active Gloucestershire will:

- Promote this policy to all employees, volunteers, coaches, officials and partners working with Active Gloucestershire.
- Train and educate all employees, volunteers, coaches, officials and partners working on Active Gloucestershire projects to understand the concept of 'equality in sport' by promoting attendance at equal opportunities and diversity courses.
- Provide suitable resource for developing future equality plans and reviewing and monitoring of this policy.
- Make every reasonable effort to ensure communication and marketing media are appropriate for all persons in respect of language, format and approach.
- Promote fairness in sport and physical activity, equality of access, recognising inequalities and taking steps to address them.
- Ensure sport and physical activity opportunities are equally accessible to all members of society whatever their age, ability, gender, race, ethnicity, sexual orientation, religious beliefs or socio-economic status.
- Help all employees, volunteers, coaches, officials and partners to realise their talent and fulfil their potential.
- Use the power of sport to engage, unite and motivate people, promote social inclusion and improve health.
- Champion the individual's responsibility to challenge discriminatory practice and promote inclusion.
- Ensure that recruitment and selection is open and equitable, and will endeavour to ensure that the workforce is representative of the community.
- Ensure that sports equality is given full consideration in the development of all the sports and physical activity initiatives it supports and endorses.



- Work closely with its key partners to promote the importance of sports equality.
- Work with partners and the local media to promote equality in the coverage of sport and physical activity and the promotion of positive role models and images across all priority groups.
- Ensure that the Equality Policy is communicated to all employees, associates, volunteers, coaches, officials and partners working with Active Gloucestershire.

All Active Gloucestershire employees and associates have a responsibility for the implementation of this policy.

Active Gloucestershire will work with key equality partners to develop standards, programmes and initiatives to implement this policy.

Active Gloucestershire will monitor the progress of the implementation of this policy using the Equality Standard for Sport.

Active Gloucestershire will commit budget and resource to the implementation and monitoring of the equality policy.

Active Gloucestershire expects employees, associates, volunteers, coaches, officials and partners to:

- Respect difference and treat people with fairness and dignity
- Complete a recognised equality training course and put the learning into practice
- Ensure that policies, procedures or practices are not discriminatory
- Actively encourage equality, fairness and inclusion.

5.0 Contact Information

If you have any comments or feedback on Active Gloucestershire's Equality Policy please contact:

Designated Lead Equality Officer

Active Gloucestershire
City Works
Alfred Street
Gloucester,
Gloucestershire
GL1 4DF

Telephone: 01452 393603

Email: info@activegloucestershire.org

Website: www.activegloucestershire.org

If you need this policy translated into your language, or require it in an accessible format please contact Active Gloucestershire on:



Tel: 01452 303528

Email: info@activegloucestershire.org

6.0 Policy Review

Active Gloucestershire is committed to reviewing this policy and evaluating its effectiveness on a regular basis and will do so via its SMT.

The last time this policy was reviewed was August 2017.