

Equality Policy

1. Statement of Intent

- 1.1. British Weight Lifting (BWL) is fully committed to the principles of equality of opportunity and is responsible for ensuring that no job applicant, employee, volunteer or member receives less favourable treatment on the grounds of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, pregnancy, religious belief, class or social background, sexual orientation or political belief.
- 1.2. BWL recognises that we live in a diverse society and will ensure that there will be open access to all those who wish to participate in all aspects of BWL's sporting activities and that they are treated fairly.
- 1.3. BWL will encourage partner organisations, including member clubs, to adopt and demonstrate their commitment to the principles and practice of equality.

2. Purpose of the Policy

- 2.1. BWL recognises that individuals or certain sections of the community may have been affected by past discrimination and may have been denied the opportunity to participate equally and fully in Weightlifting at all levels.
- 2.2. This policy has been produced to prevent/tackle any potential/current discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, which may preclude some people from participating fully in BWL activities.

3. Legal Requirements

- 3.1. BWL is required by law not to discriminate and recognises its legal obligations under, and will abide by the requirements of, the following:

- Equal Pay Act 1970
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Acts 1975, 1986 & 1999
- Race Relations Act 1976 and the Race Relations Amendment Act 2000
- Children Act 1989
- Disability Discrimination Act 1995
- Human Rights Act 1998
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion and Belief) Regulations 2003
- Gender Recognition Act 2004
- Civil Partnership Act 2004
- Employment Equality (Age) Regulations 2006
- Racial and Religious Hatred Act 2006
- Equality Act 2006

Any later amendments to the above Acts/regulations, or future Acts/regulations that are relevant to BWL.

- 3.2. BWL will seek advice each time the policy is reviewed to ensure it continues to comply with all legislation requirements.

4. Discrimination, harassment and victimisation.

BWL recognises the following:

- 4.1. Discrimination can take the following forms:
 - 4.1.1. Direct Discrimination. This means treating someone less favourably than you would treat others in the same circumstances.
 - 4.1.2. Indirect Discrimination. Imposing requirements or conditions, which on the face of it, apply equally to all but which, in practice can be met only by certain sections of the population. Such requirements or conditions are lawful only if they can be objectively justified.
 - 4.1.3. When decisions are made about an individual, the only personal characteristics taken into account will be those which, as well as being consistent with relevant legislation, are necessary to the proper performance of the work involved.
- 4.2. 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, appearance, race, colour, ethnic origin, nationality, age, sexual orientation, a disability or some other characteristic. BWL is committed to ensuring that its employees, members and volunteers are able to conduct their activities free from harassment or intimidation.
- 4.3. Bullying: Bullying is one form of personal harassment. It is the misuse of power or position to persistently criticise or to humiliate and undermine an Individual's confidence.
- 4.4. Victimisation is defined as when someone is treated less favourably than others because he or she has taken action against BWL under one of the relevant Acts/regulations (as previously outlined) or provided information about discrimination, harassment or inappropriate behaviour.
- 4.5. BWL regards discrimination, harassment or victimisation, as described above, as serious misconduct and any employee, volunteer or member who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action.

5. Responsibility, implementation and communication

- 5.1. The following responsibilities will apply:
 - 5.1.1. The Association's Board is responsible for ensuring that this Equality Policy is implemented, followed, reviewed when appropriate and to deal with any actual or potential breaches.
 - 5.1.2. A member of the Board, designated by the Chair, will be nominated as the "equality champion" and will ensure that equality is included as an agenda item at Board meetings when appropriate and that the Board takes into consideration the impact on equality when making decisions.

- 5.1.3. The Chief Executive has the overall responsibility for the implementation of the Equality Policy.
- 5.1.4. A member of staff, designated by the Chief Executive, has the day-to-day responsibility for the implementation of the Equality Policy and for the achievement of any equality related actions resulting from this. The individual's work programme will be amended to reflect this. If required, an internal equality support group will be created to provide appropriate support.
- 5.1.5. All employees, volunteers and members have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy and, where appropriate, individual work programmes will be amended to include equality related tasks.
- 5.2. The new/amended policy will be implemented immediately following Board agreement and, at a corporate level, will result in the following:
- 5.2.1. A copy of this document will be available to all current/potential staff (both permanent and contract), members and volunteers of BWL.
- 5.2.2. BWL will take measures to ensure that its employment practices are non-discriminatory and job packs will contain at least the policy statement.
- 5.2.3. 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.
- 5.2.4. A planned approach will be adopted to eliminate any existing/potential barriers which discriminate.
- 5.2.5. Consultants and advisers used by BWL will be required to demonstrate their commitment to the principles and practice of equality and to abide by this policy, which will be referenced in any service level agreements/contracts.
- 5.3. The new/revised policy will be communicated in the following ways:
- 5.3.1. It will be part of the staff handbook (or equivalent paper or electronic document) and reference will be made to it in any codes of conduct.
- 5.3.2. It will be covered in all staff and volunteer inductions, with evidence that it has been read and understood by the individual receiving the training.
- 5.3.3. All members will be made aware of the policy's existence when they join and a summary of any revisions will be published on BWL's website (www.britishweightlifting.org)
- 5.3.4. At time of review, a mechanism will be put in place to allow all staff, members and volunteers to be part of the process and, following this, a direct communication will be sent to all those that were consulted, advising them of the changes being made.

5.3.5. BWL will promote continual personal development for all employees and volunteers to support equal opportunities within the organisation and, where appropriate, provide specialist facilities, equipment or training.

6. Actions

- 6.1. BWL will produce, maintain and monitor an action plan to ensure the intent of this policy is consistently delivered throughout all areas of the organisation.
- 6.2. BWL recognises that, in some cases, to achieve the principle of equality, unequal effort and resource is required and, if appropriate, will consider positive action or introduce special measures for any group which is currently underrepresented in its membership, representative bodies or workforce.

7. Monitoring and Evaluation

- 7.1. Once approved, the policy will apply for a maximum of 3 years before a formal review takes place, unless any proposal to the Board, or legislation change, requires an interim review and/or amendment.
- 7.2. The equality action plan, created to ensure the intent of the policy is delivered, will be reviewed by the Chief Executive and the member of staff with the responsibility for its implementation, on an annual basis.
- 7.3. On an annual basis, statistical and, if appropriate qualitative, information will be produced by the Chief Executive for the Board, and will be published internally and externally, to show the impact of this policy.

8. Disciplinary and Grievance Procedures

- 8.1. To safeguard individual rights under the policy, an employee, volunteer, member or job applicant who believes he/she has suffered inequitable treatment within the scope of the policy, may raise the matter through the appropriate procedure.
- 8.2. Appropriate disciplinary action will be taken against any employee, volunteer or member who violates BWL's Equal Opportunities Policy.
- 8.3. An individual raising a grievance will not be penalised for doing so unless it is untrue and not made in good faith.
- 8.4. As with all grievance procedures, the final point of appeal relating to this policy is the Board appeals committee.