



## **Equality Policy**

### **Monitoring:**

Inclusion Lead

### **Policy Review:**

Reviewed November 2019

Next review November 2020

### **Person Responsible:**

Chief Executive Officer (CEO)



## **EQUALITY POLICY**

### **Equality Vision Statement**

England Lacrosse (EL) is fully committed to supporting the principle and practice of Equality. No participant, volunteer, job applicant or employee will receive less favourable treatment on the grounds of the protected characteristics (age, gender, gender reassignment and gender recognition, parental or marriage or civil partnership status, ethnicity, religion or belief, disability, social status, sexual orientation, pregnancy, maternity or paternity) or be disadvantaged by conditions or requirements that cannot be shown to be relevant to performance. EL and its partners in the sport of Lacrosse are united in encouraging everyone involved in the game to adopt this vision for Equality.

### **Equality in England Lacrosse**

Through its policies, EL will advocate and implement that every effort will be made to ensure that all lacrosse activity has equality embedded at its core. This will be demonstrated in employment, membership and provision of opportunities to participate as a player, educator, administrator, officiator and volunteer.

### **Purpose of the Equality Policy for Lacrosse**

EL recognises that certain sections of the community have been affected by past discrimination and may be denied the opportunity to participate equally and fully in sport at all levels.

This policy has been produced to prevent and tackle any potential or current discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against EL employees, members or volunteers.

### **Policy Statements**

- Ensure open access to all its services such that no individual or group is discriminated against in their pursuit of inclusion in Lacrosse or its administration because of any personal characteristic other than those necessary for the proper performance of the roles involved.
- Select, recruit, promote and train personnel working for or on behalf of EL solely on the basis of merit and ability, adapting facilities or equipment and providing individual training where necessary.
- Ensure that affiliated clubs and individuals working within these organisations as employees or volunteers have access to, or are recommended to incorporate, relevant guidance in pursuit of this commitment to equality.
- Ensure that all parties having business with EL and all key stakeholders are made aware of the policy.
- Recognise the legal obligations under the following acts:
  - Equality Act (2010);
  - Gender Recognition Act – GRA (2004);
  - General Data Protection Regulations – GDPR;
  - The Equal Pay Act (1970);
  - Rehabilitation of Offenders Act (1974);
  - The Sex Discrimination Act (1975, 1986, 1999);
  - The Race Relations Act (1976) and Race Relations Amendment Act (2002);
  - The Disability Discrimination Act (1995);
  - Protection from Harassment Act (1997);
  - Protection of Children Act (1999);



- Human Rights Act (2000); and
  - Children's Act (1989 and 2004).
- Monitor and evaluate the policy, practices, procedures and operations on an ongoing basis and inform its counties/territories, clubs, employees and volunteers of their impact.
  - Not tolerate prejudice against any group or individual and take action to prevent unfair treatment of or discrimination, intentional or unintentional, direct or indirect, against its employees, members or volunteers.
  - Ensure that policies and procedures for all Equality strands are developed and endorsed. EL will not tolerate prejudice against any group or individual and will take action to prevent unfair treatment of or discrimination, intentional or unintentional, direct or indirect, against its employees, members or volunteers.
  - Ensure that policies and procedures for all Equality strands (i.e. people with a disability, women and girls, people from ethnic minority groups and young people) are developed by the relevant committees and staff of EL and endorsed by the Executive Board.

### **Discrimination, Harassment and Victimisation**

Direct discrimination occurs when someone is treated less favourably than another when all other circumstances are the same. Indirect discrimination is evident when, intentionally or not, a requirement or condition is applied which disproportionately and detrimentally affects one gender, ethnicity or other group more than another when the requirement has no justification.

When decisions are made about an individual, the only personal characteristics considered will be those which, as well as being consistent with relevant legislation, are necessary to the proper performance of the work involved. Harassment is inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be directed towards someone because of their age, gender, sexuality, ethnicity, disability or some other characteristic.

EL is committed to ensuring that its employees, members, participants and volunteers can conduct their activities free from harassment or intimidation. Victimisation occurs when someone is treated less favourably than others because he or she has taken some action, provided information or supported someone else in acting against EL under one of the relevant Acts listed in this policy.

### **Disciplinary Action against Discrimination, Harassment and Victimisation**

In pursuance of this policy, EL reserves the right to discipline any of its employees, members or volunteers who practice any form of discrimination on the grounds of age, gender, parental or marriage and civil partnership status, ethnicity, religion or belief, disability, gender reassignment, social status or sexual orientation. In such cases, the disciplinary and grievance procedures of EL will be followed as the EL Bye Laws.

### **Organisational Responsibilities**

The CEO has overall responsibility for the implementation of this policy throughout the organisation, supported operationally by the EL Inclusion lead.

The policy and implementation plan documents will be available to all staff, members and volunteers of EL via the website, so ensuring communication to all.



The policy will be part of the staff handbook and reference will be made to it in the RESPECT code of conduct and it will specifically itemised in staff and volunteer induction programmes.

The CEO and Inclusion lead will ensure the:

- all staff members will have the necessary training to ensure effective understanding of the issues and implications involved in the Equality Policy and relevant implementation plans;
- the Equality policy and its implementation plan is a regular agenda item at staff meetings;
- all staff members will have work programmes reviewed with reference to their specific responsibilities in the communication and delivery of the policy and relevant implementation plans;
- all staff members will have the delivery of relevant implementation plans embedded in their annual reviews; and
- all key volunteers will have access to the necessary training to ensure effective understanding of the issues and implications involved in the equality and relevant implementation plans.

### **Review of the Equality Policy and Implementation Plan**

EL, through the CEO, will develop links to individuals and specific organisations to form a consultative group to advise and review the Equality Policy and implementation plan on a regular basis. EL will review the Equality policy on an annual basis and make any constitution recommendations at the Annual General Meeting of the organisation.