



Equal Opportunities & Diversity Policy

Of The

Great Britain Kurling Association

Effective 1st June 2013

Table of Contents

1. Introduction	2
2. Definitions.....	2
3. The Equality Standard for Sport	2
4. GBKA Statement of Intent	3
5. Purpose	3
6. Commitment to Action.....	3
7. Legal Requirements	3
8. Discrimination, harassment and victimisation	4
9. Responsibility, implementation and communication.....	5
10. Monitoring and Evaluation	6
11. Disciplinary and Grievance Procedures	6
12. Equal Opportunities & Diversity Action Plan.....	6

1. Introduction

At its meeting in May 2013 the Great Britain Kurling Association National Executive Committee approved a new Equal Opportunities and Diversity Policy which is reproduced below. This policy is a step towards achieving the standards set out in 'The Equality Standard: A Framework for Sport' and reinforces the position that kurling is a sport that is open to all. We ask that the principles of the policy are adopted by all member clubs and teams.

Within the overall framework of this policy, the GBKA is committed to the principle and practice of equal opportunities and celebrates the diversity of people. We understand that these two concepts are not the same but are complementary. Without recognising and, most importantly, valuing differences between people, there cannot be true equality of opportunity. Moreover the GBKA promotes individual life-enhancing opportunities that respect all people.

2. Definitions

Equality is creating an even platform to enable everyone to access the same opportunities and is backed by legislation to prevent discrimination based on prejudices against any group.

Diversity is understanding and valuing the differences in people and believing that harnessing these differences will create a productive working environment and an enriching life experience where talents are fully utilised and organisational goals are met.

3. The Equality Standard for Sport

Sports equity is about fairness and inclusion in sport, equality of access, recognising inequalities and taking steps to address them. It involves changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society.

The following policy document sets out a number of proactive steps that will be taken to ensure the principles of sports equity are adhered to throughout The Great Britain Kurling Association.

4. GBKA Statement of Intent

4.1 The Great Britain Kurling Association 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 preference or political belief.

4.2 The Great Britain Kurling Association will ensure that there will be open access to all those who wish to participate in all aspects of sporting and leisure activities and that they are treated fairly.

5. Purpose

5.1 The Great Britain Kurling Association 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.

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

6. Commitment to Action

6.1 The Great Britain Kurling Association will produce and maintain an action plan to ensure the intent of this policy is delivered.

6.2 All areas of the organisation will be affected by this action plan, which will be incorporated in to the overall business delivery plan, itself reviewed and updated on an annual basis.

6.3 The Great Britain Kurling Association recognises that, in some cases, to achieve the principle of equality, unequal effort is required and, if appropriate, will consider positive action to tackle underrepresentation.

7. Legal Requirements

7.1 The Great Britain Kurling Association is required by law not to discriminate against its employees 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
- Disability Discrimination Act 1995
- Disability Rights Commission Act 1999
- Human Rights Act 2000
- Employment Equality (Sexual Orientation) Regulations 2003

- Employment Equality (Religion and Belief) Regulations 2003
- Children Act 1989 & 2004
- Age Discrimination Act 2006

Any later amendments to the above acts/regulations, or future acts/regulations that are relevant to The Great Britain Kurling Association.

7.2 The Great Britain Kurling Association will seek legal advice each time the policy is reviewed to ensure it continues to comply with all legislation requirements.

8. Discrimination, harassment and victimisation

8.1 Discrimination can take the following forms:

8.1.1 Direct Discrimination. This means treating someone less favourably than you would treat others in the same circumstances.

8.1.2 Indirect Discrimination. This occurs when a job requirement or condition is applied equally to all, which has a disproportionate and detrimental effect on one sector of society, because fewer from that sector can comply with it and the requirement cannot be justified in relation to the job.

8.1.3 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.

8.2 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 preference, a disability or some other characteristic. The Great Britain Kurling Association is committed to ensuring that its employees, members, participants and volunteers are able to conduct their activities free from harassment or intimidation.

8.3 Victimisation is defined as when someone is treated less favourably than others because he or she has taken action against the Great Britain Kurling Association under one of the relevant Acts / regulations (as previously outlined) or provided information about discrimination, harassment or inappropriate behaviour.

8.4 The Great Britain Kurling Association 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.

9. Responsibility, implementation and communication

9.1 The following responsibilities will apply:

9.1.1 The National Executive Committee is responsible for ensuring that this Equal Opportunities & Diversity Policy is followed and to deal with any actual or potential breaches.

9.1.2 The Chair of the National Executive Committee has the overall responsibility for the implementation of the Equal Opportunities & Diversity Policy.

9.1.3 A specific member of staff, designated by the NEC Chair, has the overall responsibility for achieving the equity action plan as this will form part of their work programme.

9.1.4 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 equity related tasks.

9.2 The new/amended policy will be implemented immediately following NEC agreement and, at a corporate level, will result in the following:

9.2.1 A copy of this document will be available to all staff (both permanent and contract), members and volunteers of The Great Britain Kurling Association.

9.2.2 The Great Britain Kurling Association will take measures to ensure that its employment practices are non-discriminatory.

9.2.3 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.

9.2.4 A planned approach will be adopted to eliminate barriers which discriminate.

9.2.5 Ensure that consultants and advisers used by The Great Britain Kurling Association can demonstrate their commitment to the principles and practice of equity and that they abide by this policy.

9.3 The new / revised policy will be communicated in the following ways:

9.3.1 It will be part of the staff handbook and reference will be made to it in any codes of conduct.

9.3.2 It will be covered in all staff and volunteer induction training.

9.3.3 All members will be made aware of the policy's existence when they join and a summary of any revisions will be published in The Great Britain Kurling Association's newsletter.

9.3.4 It will be available on the Web site.

9.3.5 At time of review, a mechanism will be put in place to allow all staff, members and volunteers to be part of the process.

10. Monitoring and Evaluation

10.1 Once approved, the policy will apply for 3 years before a formal review takes place, unless any proposal to the NEC, or legislation change, requires an interim review and / or amendment.

10.2 The equity action plan, created to ensure the intent of the policy is delivered, will be reviewed by the NEC Chair and the member of staff with the responsibility for its implementation, on a six monthly basis.

10.3 As part of the overall business delivery plan, the equity action plan, will be reviewed by the NEC on a six monthly basis.

10.4 On an annual basis, statistical information will be produced by the NEC Chair, and will be published internally and externally, to show the impact of this policy.

11. Disciplinary and Grievance Procedures

11.1 To safeguard individual rights under the policy, an employee, volunteer or member who believes he / she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate grievance procedure.

11.2 Appropriate disciplinary action will be taken against any employee, volunteer or member who violates the Great Britain Kurling Association's Equal Opportunities & Diversity Policy.

11.3 An individual may raise any grievance and no employee, volunteer or member will be penalised for doing so unless it is untrue and not made in good faith.

11.4 As with all grievance procedures, the final point of appeal relating to this policy is the GBKA appeals committee.

12. Equal Opportunities & Diversity Action Plan

The Equal Opportunities & Diversity Action Plan is available on request from The Great Britain Kurling Association.