



EQUAL OPPORTUNITIES & EQUITY POLICY

Updated June 2018.

Statement of Intent:

Basketball England is fully committed to equality in terms of opportunity and open access. This includes commitment to protecting and tackling discrimination and ensuring that no employee, job applicant, volunteer or member receives less favourable treatment on the grounds of the protected characteristics of age, sex, race (including colour, nationality, ethnic or national origins), disability, religion or belief, sexual orientation, marriage and civil partnership, gender reassignment, pregnancy and maternity.

Purpose of the Policy:

Basketball England recognises that certain sections of the community have been affected by discrimination and may be denied the opportunity to participate equally and fully in the sport.

Legal Requirements:

Basketball England is required by law not to discriminate against its employees, members or volunteers and recognises its legal obligations under current and relevant acts, including the requirement to make reasonable adjustments to recruitment and employment practices for disabled job applicants or employees.

Basketball England reserves the right to limit competitions to members who share a characteristic such as age, gender or disability where this is necessary to ensure equitable, safe and equal competition.

Discrimination, Harassment and Victimisation:

The Equality Act 2010 states that a person is not allowed to discriminate, harass or victimise another person because they have, are associated with or perceived to have any of the protected characteristics.

Direct discrimination: Direct discrimination involves treating someone less favourably because of a protected characteristic than you would treat others in the same circumstances.

Discrimination by association: This occurs when a person is discriminated against because they associate, or are associated, with another person who possesses a protected characteristic.

Discrimination by perception: This is when direct discrimination occurs because others think they possess a protected characteristic.

Indirect discrimination: This occurs when a requirement is applied equally to all, but whether intentional or not has a disproportionate and detrimental effect on someone with a particular protected characteristic, when this cannot be objectively justified.

Harassment: Harassment can be described as inappropriate behaviour related to a protected characteristic that is objectionable or causes offence.

Harassment by a third party: The Equality Act 2010 specifies that employers are potentially liable for harassment of their staff by a third party on the basis of the protected characteristics. This applies when the harassment has occurred on two or more occasions and where the employer has failed to take reasonably practicable action to prevent or stop it.

Victimisation: Victimisation is when someone is treated badly because they have made or supported a complaint, or it is believed they might do.

Implementation:

A copy of this document will be available to all staff, members and volunteers. A copy will be made available on the official Basketball England website of Basketball England at www.basketballengland.co.uk

All employees, members and volunteers have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of this policy.

Basketball England will take measures to ensure that its employment practices are non-discriminatory. No job applicant or employee will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute discrimination. Reasonable adjustments will be made for disabled people.

Where possible Basketball England will ensure that suppliers, consultants and advisors used can demonstrate their commitment to the principles and practice of equality.

Positive Action:

Basketball England may take positive action for any group which share a protected characteristic and are under-represented in the workforce, membership or as participants.

Monitoring and Evaluation:

Basketball England will monitor and evaluate the policy, practices, procedures and operation on an ongoing basis for its impact.

The Chief Executive has the overall responsibility for the implementation of this policy.

Disciplinary and Grievance Procedures:

Basketball England regards discrimination, harassment or victimisation as serious misconduct and will take appropriate disciplinary action when necessary against any employee, member or volunteer who violates this policy.

To safeguard individual rights under the policy, an employee, member or volunteer who believes they have suffered or witnessed discrimination, harassment or victimisation within the scope of the policy may raise the matter through the appropriate procedure.

Basketball England expect this policy to be adhered to and appropriate disciplinary action will be taken against any employee, member or volunteer who violates this policy.

Everyone should feel able to raise or support a complaint or grievance in good faith and nobody should be subjected to victimisation or any other detriment for doing so.