

# Cumbria Sport Partnership

## Equality Policy 2007 - 2010



### Introduction

The Cumbria Sport Partnership [hereafter referred to as the "Partnership"] is a network of agencies working together to make Cumbria more active, healthy and successful through sport and physical activity.

Since its inception, the Partnership has been hosted by Cumbria County Council [hereafter referred to as the "Host Agent"]. This arrangement benefits the Cumbria Sport Partnership Core Team [hereafter referred to as the "Core Team"] where it can operate in a perceived independence in terms of public image and can provide an independent role as honest broker serving all of its partner's members and not dominated by any one. Accordingly, the various policies and procedures of the Host Agent support the day to day operation of the Partnership.

Sport is unique in the way that it brings people together and can be an instrument for change, inclusion and increasing the economy. The Partnership recognises the power of sport to change lives for the better. Ensuring that everyone has access to the potential benefits of sport is why equity, inclusion and widening access are essential elements of the Partnership's core values and key objectives.

*Game Plan* and the *Framework for Sport in England* identify the need to increase and widen participation in sport and physical activity. Addressing existing inequalities is central to achieving this and succeeding in the Partnership's drive to get more people active.

The Partnership's recently published sub-regional strategy *Cumbria Sport Partnership – A strategic framework for sport and physical activity in Cumbria 2006 – 2009* highlights its ambitions to celebrate diversity in gender, race, religion and ability; accept the equality of all to ensure fairness, accuracy and impartiality; and to break down barriers to make sport and physical activity accessible to all.

The *Equality Standard: A Framework for Sport* [hereafter referred to as the "Standard"] is a framework to guide sports and community organisations towards achieving equality. It will assist the Partnership in developing structures and processes, assessing performance and ensuring continuous improvement in equality. The Standard is a collaboration of the four Home Countries Sports Councils and UK Sports Councils and UK Sport, and is supported by the Central Council of Physical Recreation, the Women's Sport Foundation, the English Federation of Disability Sport and Sporting Equals. By using the Standard as a tool to improve services, more and more people from under represented groups, including vulnerable young people will have the opportunity to enjoy a quality experience in sport.

The Standard consists of two main areas of activity: Developing your organisation and; developing your Services. There are four levels of achievement: Foundation, Preliminary, Intermediate and Advanced.

Current equality legislation also provides an incentive for action.

The Cumbria Sport Partnership Equality Policy [hereafter referred to as the “Policy”] reaffirms the Partnership’s commitment to ensuring the culture and structure of sport and physical activity are accessible, therefore, enabling people of all ages, backgrounds and abilities to get active and achieve their potential.

## **Rationale**

Sport England’s *Participation in Sport in England: Equity Index 2002* shows low participation rates by women and girls, minority ethnic communities, disabled people and people on low incomes and / or unemployed. Moreover, a report by Sport Structures on workforce representation in national governing bodies of sport and other sports organisations in England shows under-representation of these groups. This is why they are designated as ‘priority groups’.

The Partnership also accepts the various issues surrounding access to sporting activities and facilities, particularly faced by those in rural communities.

## **Policy Statement**

The Partnership recognises the importance of affording equity, equal opportunity and fair treatment to all involved in its programmes and events and to all employed within the Core Team. The Partnership is committed to promoting good equitable practice within the organisation and with partners.

The aim of the Partnership is to ensure that all people irrespective of their age, gender, disability, race, religion, ethnic origin, nationality, social status or sexual orientation have a genuine and equal opportunity to participate in sport at all levels and in all roles. That is, as a beginner, participant or performer, as a coach, official, referee, volunteer, manager, administrator or spectator.

Furthermore, it is the aim of the Partnership in its relationships with its members of the Core Team and the Cumbria Sport Partnership Board [hereafter referred to as the “Board”], any future job applicants and in the provision of its services, not to disadvantage any individual by imposing any conditions or requirements, which cannot be justified. Failure to comply may result in disciplinary action being taken.

# **Sport Equality Policy Objectives**

## **Corporate Objectives**

1. The Partnership is committed to widening access opportunities to sport and physical activity and increasing participation by priority groups.
2. The Partnership will ensure that equity and inclusion permeates the whole organisation and networks.
3. The Partnership will work towards achieving the Intermediate and Advanced Levels of the Equality Standard.
4. The Partnership will commit resources to support the implementation of the Policy.
5. The Partnership will monitor implementation of the Policy using the Standard and other monitoring systems (e.g. monitoring of young people from under represented groups participating in Partnership activities and programmes; and monitoring of staff employed within the Core Team).

## **Management Practice**

6. The Board is responsible for ensuring that the Policy is followed and deal with any actual or potential breaches in conjunction with the Host Agent as appropriate.
7. The Partnership Director has overall responsibility for the day to day implementation of the Policy.
8. A specific member of the Core Team, designated by the Partnership Director, has the overall responsibility for achieving the Equality Standard for Sport Action Plan [hereafter referred to as the "Action Plan] as this will form part of their work programme.
9. The Partnership will ensure that all members of the Core Team (both permanent and contract) and all members of the Board are adequately equipped through effective awareness training, to implement the Policy.
10. The Partnership will ensure that its legislative obligation to promote equity and inclusion is incorporated into the development and performance management of all members of the Core Team (both permanent and contract).
11. Appropriate action will be taken to ensure that all members of the Core Team (both permanent and contract) are aware of their responsibility to implement the Policy.

## **Employment, Learning and Development**

12. The Partnership is committed to transparent, open and equitable recruitment and selection policies (as adopted by the Host Agent), which will safeguard against discrimination and ensure that the Core Team is representative of the diversity in Cumbria.
13. The Partnership will implement terms and conditions of employment, together with policies and procedures (as currently adopted by the Host Agent), that ensure fair treatment for all members of the Core Team.
14. The Partnership will ensure that equity, fairness and inclusion are identifiable elements of all learning and development of the Core Team.

## **Services and Programmes**

15. The Partnership will ensure that the Standard is applied to all of its services, programmes and events, with a target of achieving the Intermediate and Advanced levels of the Standard within 5 years of committing to the Standard.
16. The Partnership will ensure that all of its services, programmes and events will be designed to address the diversity and demographic variations across Cumbria.

## **Communication – Internal and External**

17. As part of its internal and external communication plans, The Partnership will work closely with its key partners to promote the importance of sports equity, and will identify and share information on relevant developments in legislation and good practice. The Partnership will also establish a Sports Equity Alliance for Cumbria comprising of representatives from known equity based and under represented groups and organisations.
18. The Partnership will continue to work with the media and other stakeholders to promote sport equity and the work to widen participation, encourage the use of positive role models and images across all priority groups and seek coverage reflecting the diversity of sport.
19. The Partnership will ensure its commitment to the Policy and that the Policy itself is properly communicated internally to all members of the Core Team and Board, and externally to all partners and the wider community.

## **Implementation**

The Partnership will:

- Agree an annual Action Plan within which specific equity and diversity roles, responsibilities and resources are allocated and targets are set. This will be part of the annual delivery Action Plan for the Core Team, which is agreed by the Board.
- Achieve Foundation and Preliminary levels of the Standard by March 2007
- Achieve Intermediate and Advanced levels of the Standard within five years.

## **Monitoring and Evaluation**

The Partnership will monitor and evaluate the success of the Policy regularly and will review the Policy annually. The Policy will be valid for the duration of the Partnership's sub regional sport and physical activity strategy *Cumbria Sport Partnership – A strategic framework for sport and physical activity in Cumbria 2006 – 2009*.

The Action Plan will be reviewed by the Partnership Director and the specific member of the Core Team with the responsibility for its implementation on a quarterly basis, and on an annual basis by the Board.

## **Legal Requirements**

The Partnership under its arrangement with the Host Agent recognises legal obligations to members of the Core Team under the following acts of parliament and any future amendments:

- See Appendix A for more information about each Act.

- Equal Pay Act 1970 (amended 1983)
- Sex Discrimination Act 1975
- Race Relations Act 1976 – Amendment Act 2000
- Disability Discrimination Act 1995 and subsequent amendments
- Protection from Harassment Act 1997
- Human Rights Act 1998
- Employment Act 2002
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion or Belief) Regulations 2003
- Gender Recognition Act 2004
- Equality Act 2006
- Employment Equality (Age) Regulations 2006

## **Disciplinary and Grievance Procedure**

The Partnership expects all those acting on behalf of the Partnership to adhere to the Policy.

The Partnership regards discrimination (direct and indirect), victimisation and harassment as defined in Appendix B, as serious misconduct and any member of the Core Team, who discriminates against any other person will be liable to appropriate disciplinary action (as outlined in Host Agent's Disciplinary Policy)

Any member of the Core Team who believes he/she has experienced inequitable treatment within the scope of the Policy may raise the matter through the Host Agent's Grievance Procedure.

Any partner, volunteer, participant or spectator involved in any Partnership programme, activity or event who believes he/she has experienced inequitable treatment within the scope of the Policy may raise the matter through the Host Agent's Complaints Procedure.

If you have any queries regarding the Policy please contact:

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CA1 1PU                      Tel: 01228 601254    Email: [bruce.lawson@cumbriacc.gov.uk](mailto:bruce.lawson@cumbriacc.gov.uk)

A copy of the Policy is also available in electronic form and in large print on the equality section of the Cumbria Sport website [www.cumbriasport.com](http://www.cumbriasport.com)

## Appendix A - The Legal Framework

- **Equal Pay Act 1970 (amended 1983)** - gives an individual a right to the same contractual pay and benefits as a person of the opposite sex in the same employment, where the man and the woman are doing like work, or work related as equivalent, or work that is proved to be of equal value.
- **Sex Discrimination Act 1975** - prohibits direct and indirect sex discrimination against individuals in the areas of employment, education, the provision of services, facilities and services and in the disposal or management of premises. It also prohibits discrimination in employment against married people.
- **Race Relations Act 1976 and Race Relations (Amendment) Act 2000** - makes it unlawful to discriminate against anyone on the grounds of race, colour, nationality (including citizenship) or ethnic or national origin. All racial groups are protected from discrimination. The Act applies to the fields of employment, planning, housing, the exercise of public functions, provision of goods, facilities and services and education.
- **Disability Discrimination Act 1995 and subsequent amendments** - prohibits discrimination against disabled people in a range of different situations including employment, education, and the provision of goods and services. In certain circumstances reasonable adjustments must be made for disabled people.
- **Protection from Harassment Act 1997** - covers a wide range of conduct and behaviours, including racial or religious motivated harassment and certain types of anti-social behaviour. The Act states a person must not pursue a course of conduct which amounts to harassment of another and which he knows or ought to know amounts to harassment of the other. Harassment is defined as causing alarm or causing distress and a course of conduct, which can include speech, must involve conduct on at least 2 occasions.
- **Human Rights Act 1998** - details various articles the most relevant to the Partnership being:
  - Right to respect for private and family life:***

This says there should be respect for everyone's private and family life, home and correspondence.
  - Freedom of thought, conscience and religion Freedom of expression:***

This guarantees the right to pass information to other people and to receive information that other people want to give you. It also guarantees the right to hold and express opinions and ideas and hold any religious belief.
  - Freedom of association and assembly:***

This protects the right to protest peacefully by holding meetings and demonstrations.
  - Right to marry and found a family*** This gives men and women the right to marry, as long as they are old enough. **Prohibition of discrimination** This includes many types of discrimination, including discrimination on grounds of sex, race, religion and political opinion.

- **Employment Act 2002** - is a wide-ranging Act covering new rights to paternity, adoption leave and pay and improvements to the maternity leave scheme; employment tribunal reform; new statutory dismissal and disciplinary procedures (DDPs); new rights for fixed-term employees not to be treated less favourably than permanent employees and to prevent abuse arising from the use of successive periods of fixed-term employment; new right for parents of young children to request flexible working and a number of miscellaneous provisions concerning equal pay questionnaires, union learning representatives and dismissal procedures agreements.
- **Employment Equality (Sexual Orientation) Regulations 2003** - protects lesbians, gay men, bisexuals, and heterosexuals from discrimination on the grounds of sexual orientation in employment and vocational training. It outlaws direct discrimination, indirect discrimination, harassment and victimisation.
- **Employment Equality (Religion or Belief) Regulations 2003** - outlaws discrimination, indirect discrimination, harassment or victimisation, in employment and vocational training, of an individual on the grounds of their religion or belief.
- **Gender Recognition Act 2004** - provide transsexual people with legal recognition in their acquired gender.
- **Equality Act 2006** - sets out to establish the Commission for Equality and Human Rights (CEHR) and define its purpose and functions, to make unlawful discrimination on the grounds of religion or belief in the provision of goods, facilities and services, the disposal and management of premises, education, and the exercise of public functions and to create a duty on public authorities to promote equality of opportunity between women and men, and to prohibit sex discrimination in the exercise of public functions.
- **Employment Equality (Age) Regulations 2006** - outlaws discrimination, indirect discrimination, harassment or victimisation of an individual on the grounds of their age in employment and vocational training. There will be a national default retirement age of 65 making compulsory retirement below the age of 65 unlawful.

## Appendix B – Types of Discrimination

- **Direct Discrimination:** Treating someone less favourably than you would treat others in the same circumstances.
- **Indirect Discrimination:** This occurs when a job requirement or condition is applied equally to all, which has disproportionate and detrimental effect on one sex or racial group because fewer of that group can comply with it and the requirement cannot be justified in relation to the job.
- **Harassment:** Harassment can be describes as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be of a sexual or racial nature or may be directed towards people because of their age, their sexuality, a disability, or some other characteristic. Such behaviour is not acceptable and neither excused on the grounds that the harasser did not intent.
- **Victimisation:** Victimisation can be describes as when one person is treated less favourably than others because he or she has taken action against Cumbria Sport Partnership under one of the relevant Acts / Regulations (as previously outlines) or provided information about discrimination, harassment or inappropriate behaviour.

The Partnership recognises the following organisations are able to assist in cases of discrimination.

Equal Opportunities Commission

- For information about sex discrimination and inequality related to gender

Disability Rights Commission

- For information about the Disability Discrimination Act, disability discrimination and good practice guidance

Commission for Racial Equality

- For information about the Race relations Act, race discrimination and good practice guidance