Equity Policy

Statement of Intent

Orkney Fencing Club will endeavour through our policies, procedures, actions and decision-making to ensure that no fencer, coach, volunteer or member receives less favourable treatment on the grounds of race, gender, disability, sexual orientation, religious or political belief, age or social background.

Purpose Of The Policy

Orkney Fencing Club 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/tackle any potential/current discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against its members and volunteers.

Actions

Orkney Fencing Club will produce and maintain an action plan to ensure the intent of this policy is delivered.

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. Orkney Fencing Club recognises that, in some cases, to achieve the principle of equity, unequal effort is required and, if appropriate, will consider positive action to tackle under-representation.

Legal Requirements

Additional to the intent set out within this policy, Orkney Fencing Club recognises its obligations in relation to a suite of Parliamentary Acts, the most pertinent of which are detailed below.

- The Equal Pay Act 1970
- The Sex Discrimination Act 1975
- The Sex Discrimination Act 1986
- The Sex Discrimination (Gender Reassignment) Regulations 1999

• The Disability Discrimination Act 1995 • The Human Rights Act 1998

• The Employment Equality (Religion or Belief) Regulations 2003

• The Employment Equality (Sexual Orientation) Regulations 2003

• The Gender Recognition Act 2004

• The Civil Partnership Act 2004

• The Equality Act 2010

Any later amendments to the above Acts/regulations, or future Acts/regulations that are relevant to Orkney Fencing Club

Discrimination, Harassment And Victimisation

Discrimination can take the following forms:

1. *Direct Discrimination.*

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

2. *Indirect Discrimination*.

   This occurs when a 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 task(s) at hand.

   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 task(s) involved.

   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 race, gender, disability, sexual orientation, religious or political belief, age, social background or some other characteristic.

   Orkney Fencing Club is committed to ensuring that its members, participants and volunteers are able to conduct their activities free from harassment or intimidation.

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

Orkney Fencing Club regards discrimination, harassment or victimisation, as described above, as serious misconduct and any volunteer or member who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action.

Responsibility, Implementation And Communication

The following responsibilities will apply:

- The Management Committee is responsible for ensuring that this Equity Policy is followed.

- The Chairperson has the overall responsibility for the implementation of the Equity Policy.

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

- All coaches, fencers, 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.

The Equity Policy will be implemented immediately following Management Committee agreement and will result in the following:

- A copy of this document will be available to all coaches, members and volunteers of Orkney Fencing Club.

- Orkney Fencing Club will take measures to ensure that its recruitment procedures are non-discriminatory.

- No 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.

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

- Ensure that consultants and advisers used by Orkney Fencing Club can demonstrate their commitment to the principles and practice of equity and that they abide by this policy.

The Equity Policy will be communicated in the following ways:

- The Equity Policy will be part of the policy and procedures handbook and reference will be made to it in the Code of Conduct.
- It will be covered in all staff and volunteer induction training.
- All members will be made aware of the policy's existence when they join and a summary of any revisions will be published in Orkney Fencing Club member communications.
- It will be available on the Orkney Fencing Club Website.
- At time of review, a mechanism will be put in place to allow all staff, members and volunteers to be part of the process.

Monitoring and Evaluation

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

Disciplinary and Grievance Procedures

The principles of equity outlined in this policy sit within the wider ethical framework as delineated in the Orkney Fencing Club Code of Conduct.

In accordance with the Orkney Fencing Club Code of Conduct any fencer, coach, volunteer or member who believes he/she has suffered inequitable treatment within the scope of this policy may raise the matter through the Orkney Fencing Club Complaints and Discipline Policy. Appeals of initial findings are provided for through the Orkney Fencing Club Appeals Policy.