



Lancashire Sport Partnership - Equality Policy (Final January 2008)

1. Context for the Policy

- 1.1 The Lancashire Sport Partnership Equality Policy has been developed to support the work and direction of the Lancashire Sport Core team. Additionally the Policy provides the point of reference for the Lancashire Sport Advisory Board and the organisations that are supported by the Partnership across the 14 District areas of Lancashire, who deliver programmes of activity through paid and unpaid staff.
- 1.2 In providing a Policy for the Core team and Partnership it is important to recognise that the Core team members are employees of Myerscough College and subject to the College Employment terms and conditions. Similarly so, members of the Advisory Board and wider partnership are subject to their individual employers terms and conditions. However the Advisory Board have endorsed this Policy and seek to support the policy as the desired standard of best practice for the Core team, Advisory Board and activity undertaken across the County on behalf of the Partnership.
- 1.3 The Policy has been developed with the direct input of Lancashire Sport Advisory Board (representative of our Partners), consultation with the Lancashire Sport Core team and support from the Regional Equality in Sport providers. The Lancashire Sport Advisory Board has taken overall responsibility to approve the Policy and review it as part of the Business annual review and three year strategy development process.

2. Statement of Intent

- 2.1 Lancashire Sport Partnership declares its ongoing commitment to a policy of equal opportunity and equality in all sports and physical activity as a development organisation and as an employer. Lancashire Sport Partnership is committed to the 'Sport England Sport Equality Policy' (2000).

2.2 Sport England's Equality Statement

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

3. Purpose and Aim of Policy

3.1 This policy is intended to prevent and address any potential or on going discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect against its employees, members or volunteers of the Partnership. Through the successful implementation of the Policy, the Policy will support Lancashire Sports Partnerships key aim of increasing Participation in Sport and Physical activity.

3.2 The aim of the Lancashire Sport Partnership through this policy is:

To lead by influence and support our partners to ensure equality of access for any person wanting to participate* in sport and physical activity.

4. Key Objectives

4.1 To develop and influence the plans of our partners to ensure their policies and procedures support access to sport and physical activity for all participants and coaches / volunteers involved with the delivery of programmes

4.2 To promote enhanced training and awareness of the policies and procedures as part of the effective implementation of Equality across the partnership.

4.3 Development and promotion of good practices to ensure Equality is consistently delivered to the desired standard of our Board and partners.

4.4 Promote the monitoring and evaluation of the effective implementation of Equality and associated policies across the partnership.

5. Leadership, co-ordination, Monitoring & Evaluation

5.1 The Lancashire Sport Partnership Equality Group working to the direction of the Lancashire Sport Partnership Board will drive the implementation of the Equality Policy and will monitor its effectiveness.

5.2 The Partnership Board will take an overview of policy and practice as part of our annual review cycle (Annual report) and through the organisations rolling work programme.

5.3 The lead officer for equality will be the Partnerships Chief Executive.

5.4 Individual partners will take responsibility for ensuring their own best practice. All partners engaging in provision will be supported to manage and deliver high quality Equality practices.

5.5 It is proposed the Equality policy is revised and endorsed by the Lancashire Sport Board annually as part of the business planning process.

5.6 Reporting systems will be continually revised to ensure that data collected can be best utilised to influence proactive and policy improvements.

5.7 Policy: Revised: January 2008

Reviewed: Annually and ongoing

Reporting: Annually and ongoing

6. Core team

6.1 Lancashire Sport Partnership, through its Advisory Board will continue to ensure all present, potential and future employees receive fair and equal treatment through its personnel policies and practice provided by Myerscough College. Furthermore if any employee practices direct discrimination they will be liable to disciplinary action by Lancashire Sport, through Myerscough Colleges disciplinary procedures.

6.2 Lancashire Sport will ensure that in its provision and delivery of services and activities, individuals will not be disadvantaged through the imposition of conditions and / or requirements which are barriers to participation.

6.3 Additionally the Lancashire Sport Partnership (both Advisory Board and Core team) commits to:

- Increase an awareness of Equality across the Partnership
- Be advised by the North West Sport Equality partners on improvements in practice
- Promote inclusive behaviour and best practice
- Ensure representation of priority groups on the Partnership Board and networks
- Promote an understanding of the current and potential service user profile to the Partnership
- Influence best use of resources to address inequalities in participation and provision
- Promote innovative schemes to encourage priority groups into sport
- Promote the use of monitoring and evaluation to increase the participation of the priority groups
- Promote equality in employment and training opportunities
- Secure and commit resources to achieving equality in Equality service planning and delivery
- Support the legal responsibilities placed on employers and providers of services (e.g. those outlined in the Myerscough employment policies).

7. Legal Requirements

7.1 Lancashire Sport Advisory Board recognise and supports the Legislation within Myerscough Colleges policies and terms of employment of the Core team which include:

- Equal Pay Act: 1970
- The Race Relations Act: 1976 – Amendment Act 2000
- The Sex Discrimination Act: 1975, 1986, and 1999
- The Disability Discrimination Act: 1995 and 2004
- The Disability Rights Commission Act: 1999
- The Employment Protection (Consolidation) Act: 1978
- The Human Rights Act: 1998
- The Rehabilitation of Offenders Act: 1974

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*Participation includes active participation, learning and development opportunities delivered through Sport and activity.

- The Employment Equality (sexual orientation) Regulations: 2003
- The Employment Equality (religion and belief) Regulations: 2003
- The Employment Equality (age) Regulations: 2006
- The Equality Act: 2007

The responsibility for ensuring these legal requirements are met is placed upon the employer of the Core team (Myerscough College) who are represented on the Advisory Board.

8. Implementing our commitment

8.1 Our partnership commitment to Equality continues to be implemented through the creation of wider opportunities and encouraging increased participation in sport and physical activity for everyone at all levels and in all roles, irrespective of:

- Age
- Gender
- Disability
- Racial origin
- Religious belief
- Social status
- Sexual orientation

9. Equality, Discrimination, harassment and victimisation

9.1 Lancashire Sport Partnership recognise discrimination can take the following forms and undertake to address discrimination through the implementation of the Policy:

- 9.1.1 Direct Discrimination. Treating someone less favourable than you would treat others in the same circumstances.
- 9.1.2 Indirect Discrimination. 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.
- 9.1.3 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
- 9.1.4 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 the gender, appearance, race, colour, ethnic origin, nationality, age sexual preference, a disability or some other characteristic.
- 9.1.5 Victimisation is defined as when someone is treated less favourably than others because he or she has taken action against Lancashire Sport Partnership under one of the relevant Acts/regulations (as previously outlined) or provided information about discrimination, harassment or inappropriate behaviour.

9.2 Lancashire Sports Partnership 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.

10. Disciplinary & Grievance Procedures

10.1 As employees of Myerscough College, Lancashire Sport Core staff will be subject to the College's Disciplinary & Grievance Procedures.

10.2 Board members are subject to the guidelines set out in the Role Outline and Expectations documentation agreed by the Lancashire Sport Partnership Board.

10.3 Volunteers are subject to the Terms and Conditions of the local delivery partner (typically a Local Authority Sports Development Unit). Lancashire Sport Partnership has a Service level agreement with all local delivery partners outlining their contractual responsibilities to and for volunteers supporting activity under the umbrella of the wider Lancashire Sport partnership.

11. Contacts for enquiries and complaints

11.1 Where queries or complaints are raised about the Core team, Partnership activity or Board members, they should be directed in the first instance to the Chief Executive of Lancashire Sport.

11.2 Where queries are raised about the Chief Executive, they should be directed to the Chair of the Advisory Board.

Revised January 2008