EQUALITY AND DIVERSITY POLICY

CSW Sport is committed to eliminating discrimination and encouraging equality diversity and inclusion within our workforce, in the networks and partnerships we support and in the delivery of high quality activities, opportunities and programmes. We oppose all forms of unlawful and unfair discrimination including direct and indirect discrimination, harassment, bullying and victimisation. We recognise our legal obligations and will abide by the requirements of all relevant legislation and align to the Coventry City Council Equality, Diversity and Inclusion Policy.

The purpose of this policy is to provide equality and fairness for those in our employment and all those we work with and ensure they are not unlawfully discriminated against because of;

- gender,
- gender reassignment,
- marriage and civil partnership,
- pregnancy and maternity,
- race including ethnic origin, colour, nationality,
- Disability,
- sexual orientation,
- religion and belief
- age

(together the 9 protected characteristics). Our aim is that we will actively work to try to make our workforce truly representative of all sections of society and those we engage with and everyone feels respected and able to give their best.

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Our commitment is to:

- Create a working environment that promotes dignity and respect for all
- Become a responsible employer by striving to ensure achieve a workforce which

is representative of the population in the area. We will set annual equity targets based on the population of the area that will be monitored and reviewed.

- A programme of practical action to ensure that no-one using its services, applying for a job, or being employed will be treated less favourably than any other individual either by direct or indirect discrimination. Our aim is to ensure fair access to all to the opportunities we offer. We recognise that we have a duty to make reasonable adjustments for those that have a disability to ensure equality of opportunity
- Create an environment in which individual differences and the contributions of all our staff, participants and volunteers are recognised and valued
- Ensure that our services are appropriate and accessible we will develop a positive working relationship with all sections of the community and seek their views on the development of programmes. We will also ensure that facilities being used to provide its services are accessible to everyone.
- Work to ensure that all promotional material will be a reflection of, and accessible as much as possible to, the local population.
- Encourage partner organisations, members, and suppliers to demonstrate their commitment to the principles and practice of equality
- Develop programmes and action to help people realise their true potential by ensuring that training, development and progression opportunities are available to all
- Regularly review our all practices, policies and procedures to ensure fairness in our day to day work

- Help staff to understand this Policy, their responsibilities for its implementation and that breaches of this policy will be regarded as misconduct and could lead to disciplinary proceedings. This implementation of this policy distinguishes between CSW employees and CCC employees who would have to work in accordance with CCC Equality, Diversity and Inclusion Policy
- Monitor this policy and review it every three years or when new legislation requires changes. Each time the policy is reviewed, the Board will be consulted
- Take all complaints seriously and if necessary take appropriate measures against any employee, volunteer or stakeholder who unlawfully discriminates against, harasses, bullies or victimises any other person.

This policy is agreed and endorsed by the CSW Sport Advisory Board and is available on our websites. We recognise that equality in the workplace and our day to day practice is not only good management but makes sound business sense.

The Partnership Director has overall responsibility for the implementation of this equality policy with all staff across the Business having the day to day responsibility for the implementation of the policy. Equality will be an agenda item at Board meetings at appropriate times.

For any questions about this policy see the Partnership Director (or in their absence, the identified lead representative nominated by the Board).

Notes:

Definitions of discrimination:

1.1 Unlawful discrimination can take the following forms:

Direct Discrimination: treating someone less favourably than you would treat others because of a Protected Characteristic.

*Indirect Discrimination: a*pplying a provision, criterion or practice which, on the face of it, applies equally to all but which, in practice can disadvantage individuals with a particular Protected Characteristic. Such requirements or conditions are lawful only if they can be objectively justified.

1.1. *Harassment:* engaging in unwanted conduct relating to a relevant Protected Characteristic or unwanted conduct of a sexual nature where the conduct has the purpose or effect of violating the recipient's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient, or any other individual affected by such conduct. CSW Sport is committed to ensuring that its Stakeholders are able to conduct their activities free from harassment.

1.2. *Bullying:* the misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence.

1.3. *Victimisation:* subjecting someone to a detriment because he or she has in good faith taken action under the Equality Act 2010 (or equivalent legislation) by bringing proceedings, giving evidence or information in relation to proceedings, making an allegation that a person has contravened the Equality Act 2010 (or equivalent legislation) or doing any other thing for the purpose of or in connection with the Equality Act 2010 (or any equivalent legislation).

2. *Protected Characteristics* – This is taken from the Equality Act 2010 and should not

be altered