



ENGLAND BOXING

EQUITY POLICY

Updated on 16 November 2015

FOREWORD

The Board of Directors of England Boxing unconditionally endorses and adopts this Equity Policy.

This document confirms the importance placed on the principle of equity within this organisation and should be accepted as an indication that this Board is determined to ensure that all our services and policies are fair and without discrimination.

Furthermore, we seek to ensure that all who participate in the sport reflect the diversity of background and culture within England.

England Boxing acknowledges its duty to ensure that no participant, including athlete, coach, official, volunteer, employee or applicant to any post within England Boxing receives more or less favourable treatment on the grounds of age, gender, ethnic origin, disability, nationality, religion, socio-economic status or sexual preference.

We expect all within England Boxing to treat individuals openly and fairly with dignity and respect.

**Chairman of the Board of Directors
England Boxing**

PURPOSE

England Boxing shall ensure that all communities have the opportunity to participate in the sport and we shall not tolerate discrimination, harassment or other unfair treatment in any form. Systems, procedures and an open culture will be developed to guard against this.

LEGAL REQUIREMENTS

England Boxing acknowledges its responsibility under this policy and fully accepts its responsibilities under the following legislation:

1. The Sex Discrimination Act 1975, 1986, 1999
2. The Rehabilitation of Offenders Act 1974
3. The Disability Discrimination Act 1995, 2005
4. The Race Relations Act 1976 and the Race Relations [Amendment] Act 2000
5. The Equal Pay Act 1970
6. The Human Rights Act 1998
7. Employment Act 2003
8. Gender Recognition Act 2004
9. European Employment Regulations [Sexual Orientation] 2003
10. European Employment Regulations [Religion and or Belief] 2003
11. Employment Equality [Age] Regulations 2006
12. The Children Act 2004
13. Employment Equality [Sexual Orientation] Regulations 2003
14. Employment [Religion and Belief] Regulations 2003
15. Equality Act 2010

Any subsequent amendments to these acts, or any other relevant acts and regulations which may become law.

COMMITMENT TO EQUITY

England Boxing is committed to establishing the highest levels of equity by:

- Producing a meaningful equity plan that addresses any real or perceived inequalities in the sport;
- Providing education and awareness to all participants and employees regarding equity and future plans;
- Continually evaluating and monitoring progress of the equity plan;
- Continually monitoring and reviewing its equity policies and carrying out regular annual review and a major review at least every three years;
- Where necessary, supporting, encouraging and mentoring individuals within the sport of amateur boxing where such actions are deemed to further the aims of this policy;

- Demonstrating our commitment and willingness to ensure all within amateur boxing are aware of our policy through the insistence that all clubs openly display this policy, the inclusion of this policy on the England Boxing website and its inclusion in England Boxing welcome packs and other relevant material;
- Taking specific targeted action to engage with and attract under-represented areas of the community into amateur boxing in all disciplines.
- Ensuring that appropriate resources are allocated to ensure the successful implementation of this equity policy.

Types of discrimination

Discrimination can take the following forms:

Direct Discrimination - This means 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 a disproportionate and detrimental affect 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.

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.

Harassment - Harassment can be described 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 it may be directed towards people because of their age, their sexuality, a disability or some other characteristic.

England Boxing is committed to ensure that its employees, members and players are able to conduct their activities free from harassment or intimidation.

Victimisation - When someone is treated less favourably than others because he or she has taken action against England Boxing under one of the relevant Acts (outlined above) or provided information about such discrimination, harassment and/or inappropriate behaviour indeed supported another colleague in taking action against England Boxing under the relevant legislation.

Implementation

The Board of Directors of England Boxing is responsible for ensuring that this Equity Policy is followed throughout the organisation.

Breaches of this policy will be addressed robustly and be subject to the procedures outlined in the England Boxing Discipline and Appeals Procedures.

The England Boxing Compliance, Legal and HR sub-committee shall be responsible together with the England Boxing National Compliance Manager for compiling and achieving the equity plan and its implementation.

This policy has been adopted by the Board of Directors and shall be available through various means to all members of staff, athletes, coaches, officials and volunteers.

It shall be the responsibility of all within amateur boxing who interview / select staff or volunteers to ensure that any such processes are in compliance with this policy and that no applicant shall be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unfair discrimination.

Disciplinary and grievance procedures

To safeguard individual rights under this policy, an employee, athlete, coach, official or volunteer who believes he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate procedure.

Appropriate disciplinary action will be taken against any employee, volunteer or member who violates this Equity Policy.

England Boxing will ensure that individuals feel able to raise any grievance and no one will be penalised for doing so unless it is untrue and not made in good faith.

Procedures regarding Grievance and / or Discipline will follow the England Boxing Discipline and Appeals Procedures which can also be found at www.englishboxing.org

This document is subject to continual review.