



## **GREAT BRITAIN DISABILITY FOOTBALL ASSOCIATION LTD ('GBDFA')**

### **Diversity and Equality Policy**

This policy applies to executive and volunteer personnel and all other individuals at such times as they are clearly and unambiguously engaged in the business of or representing GBDFA and / or Great Britain. At such times as these personnel are engaged in the business of or representing GBDFA's member associations, the policies maintained by those associations shall hold force in precedence over this policy.

#### **1) Statement of Intent**

- 1.1 GBDFA is fully committed to the principles of the equality of opportunity and is responsible for ensuring that no job applicant, employee, volunteer, child, young person, competitor or official receives less favourable treatment on the grounds of age, gender, colour, disability, ethnicity, race, parental or marital status, nationality, religious belief, political persuasion, social background or sexual preference.
- 1.2 GBDFA will seek to ensure that there will be open access to all those who wish to participate in the sport and that they are treated fairly.
- 1.3 GBDFA is set up specifically to address the sporting needs of participants / athletes who face barriers in accessing mainstream football opportunities and does so using legislation supporting positive action. Players are classified in the playing environment, details of which can be accessed from GBDFA on request.
- 1.4 GBDFA reserves the right to limit competition to classifiable athletes where it is necessary to ensure equitable, safe and equal competition
- 1.5 GBDFA may collect information regarding age, gender, colour, disability, ethnicity, race, parental or marital status, nationality, religious belief, political persuasion, social background or sexual preference from its members and stakeholders on a voluntary basis from time to time to accurately assess the make-up of its organisation and interested parties and, if necessary, to develop positive action programmes to target any under-represented groups.

#### **2) Purpose of the Policy**

- 2.1 GBDFA 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.
- 2.2 This policy has been produced to prevent/deal with any potential/current discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against its employees, members and volunteers.

#### **3) Delivery of the Policy**

- 3.1 GBDFA will produce and maintain an action plan to ensure the intent of this policy is delivered.

- 3.2 All areas of the organisation will be affected by this action plan, which will be incorporated into the overall business delivery plan, which will itself be reviewed and updated on an annual basis.
- 3.3 GBDFFA recognises that, in some cases, in order to achieve the principle of equality, unequal effort is required and, if appropriate, will consider appropriate action to tackle under-representation or discrimination.

#### **4) Legal Requirements**

- 4.1 GBDFFA is required by law not to discriminate against its employees or members and recognises its obligations under the following Acts:
- Equal Pay Act 1970
  - Sex Discrimination Act 1975, 1986 and 1999
  - Sex Discrimination (Gender Reassignment) Regulations 1999
  - Gender Recognition Act 2004
  - Civil Partnership Act 2004
  - Race Relations Act 1976
  - Race Relations (Amendment) Act 2000
  - Racial and Religious Hatred Act 2006
  - Disability Discrimination Act 1995
  - Disability Discrimination Amendment Act 2005
  - Rehabilitation of Offenders Act 1974
  - Employment Rights Act 1996
  - Work Time Regulations 1998
  - National Minimum Wage Act 1998
  - Employment Act 2002 (Flexible Working Regulations)
  - Employment Equality (Sexual Orientation) Regulations 2003
  - Employment Equality (Religion and Belief) Regulations 2003
  - Employment Equality (Age) Regulations 2006
  - Protection from Harassment Act 1997
  - Human Rights Act 1998
  - Equality Act 2006 and 2010
  - Any later amendments to the above Acts/Regulations, or future Acts/Regulations that are relevant to GBDFFA
- 4.2 GBDFFA will ensure that all programmes of activity will be drawn up with this Policy and all legal requirements taken into consideration.

## **5) Types of Discrimination**

- 5.1 Discrimination can take the following forms:
  - 5.1.1 Direct Discrimination – This means treating someone less favourably than you would treat others in the same circumstances.
  - 5.1.2 Indirect Discrimination – This means applying equally a requirement or condition, which has a disproportionate and detrimental effect on one or more groups of people because fewer of that group(s) can comply with it and the requirement cannot be justified in relation to the circumstances.
  - 5.1.3 When decisions are made about an individual, the only personal characteristics taken into account will be those which are necessary to the proper performance of the task or job under consideration.
- 5.2 Harassment - This can be described as anything, including but not limited to, inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. Incidents of harassment will be managed in accordance with GBDFAs Disciplinary and Grievance policy, as updated from time to time.
- 5.3 GBDFAs is committed to ensuring that its employees, volunteers and members are able to conduct their activities in an environment that is free from harassment or intimidation.
- 5.4 GBDFAs regards discrimination and harassment as described above as gross misconduct and any employee of the company, participant, volunteer or member who discriminates against or harasses any other person will be liable to appropriate disciplinary action.
- 5.5 Victimisation is when someone is treated less favourably than others because he or she has taken action against GBDFAs under one of the Acts detailed above or provided information about such discrimination.

## **6) Implementation**

- 6.1 A copy of this policy will be available to all employees, members, volunteers, contractors and agents of GBDFAs.
- 6.2 No person, in any capacity, will be placed at a disadvantage by obligations or conditions which are not necessary to the performance of a job or task they are undertaking, and which constitute unfair discrimination.
- 6.3 GBDFAs will ensure as far as is reasonable that external consultants and advisers used by the company can demonstrate their commitment to the principles and practice of equity.
- 6.4 GBDFAs will encourage all volunteers and key personnel to attend equality courses as part of their continuous professional development and encourage members that attend to disseminate the information within their organisation.

## **7) Communication**

- 7.1 This policy will be communicated:
  - 7.1.1 To all employees and volunteers, as part of their induction training;
  - 7.1.2 To all members of GBDFAs;
  - 7.1.3 To all other volunteers, contractors and agents working on behalf of the GBDFAs;
  - 7.1.4 To the general public, through such media as the GBDFAs has available to it to communicate publicly (including where applicable its website).

7.2 Any amendments to the policy will be communicated in the same way.

## **8) Monitoring and Evaluation**

- 8.1 Once approved, the policy will apply for three years before a formal review takes place, unless any proposal to the Board, or legislation change, requires an interim review and/or amendment.
- 8.2 GBDFFA will monitor and evaluate this policy, practices, procedures and operations on an ongoing basis and report its findings to members on a periodic basis.
- 8.3 GBDFFA will support the collection of robust evidence of participation among its membership, Board of Directors, committees and stakeholders, in order that the effectiveness of this policy and any interventions may be continually assessed and future actions reviewed.

## **9) Responsibility**

- 9.1 The GBDFFA Board are responsible for ensuring that this policy is followed and provide appropriate procedures to deal with the investigation into and disciplinary process in connection with any alleged breach of this policy and/or any related codes of practice which may be issued from time to time.
- 9.2 The Company Secretary has overall responsibility for the implementation of the equity policy, and for delivering and managing equality on a day to day basis.
- 9.3 All employees, members and volunteers have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of this policy and, where appropriate, individual work programmes will be amended to include equality related work areas.

## **10) Disciplinary and Grievance Procedures**

- 10.1 To safeguard individual rights under this policy an employee, member or volunteer who believes that he or she has suffered inequitable treatment within the scope of this policy may raise the matter through the GBDFFA Disciplinary and Grievance procedure.
- 10.2 Appropriate disciplinary action will be taken against any employee, member or volunteer who is proved to have violated this GBDFFA Diversity & Equality Policy. In the event that a violation is proved to have been committed by a contractor or agent, this will be considered grounds for the termination of contract.
- 10.3 GBDFFA will ensure that individuals feel able to raise any grievance and no employee, member or volunteer will be penalised for doing so unless their allegation is not true and was not made in good faith.

If you have any comments on this policy please contact the GBDFFA Company Secretary.

Document Control:

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