

# BRITISH ROWING EQUITY POLICY

## SPORTS EQUITY

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

The following policy document sets out a number of proactive steps that will be taken to ensure the principles of sports equity are adhered to throughout British Rowing.

## EQUITY POLICY STATEMENT

British Rowing is fully committed to the principles of equality of opportunity and is responsible for ensuring that no member, volunteer, employee or job applicant receives less favourable treatment on the grounds of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, pregnancy, religious belief, social status, sexual orientation or political belief.

British Rowing will ensure that everyone who wishes has an equal opportunity to participate in the sport of rowing at all levels and in all roles, whether as a beginner, participant, performer, or as a coach, manager, employee, administrator or official.

## PURPOSE

It is the aim of British Rowing to ensure that all present/potential members/employees are treated fairly and without discrimination or harassment, whether intentional or unintentional, direct or indirect.

## COMMITMENT TO ACTION

British Rowing will display its commitment to Sports Equity through the implementation of its equity action plan.

- Equity will be reflected in all areas of the organisation which will be reflected in the equity action plan.
- British Rowing will provide appropriate training to all of its employees, the Executive Board, the Council and other key volunteers to raise awareness of both collective and individual responsibilities.
- British Rowing recognises that, in some cases, to achieve the principle of equality, unequal effort is required and, if appropriate, will consider positive action to tackle under representation.
- British Rowing will publicise this to all employees, members, volunteers and officials through its website, Almanack, magazine and club mailings.
- British Rowing will monitor, evaluate, review and report on its policies and procedures to all its employees, members, volunteers and officials.

## LEGAL REQUIREMENTS

To ensure its practices are fair and equitable British Rowing recognises its legal obligations under the following:

The Equality Act: 2010  
 Race Relations Act: 1976 - Amendment Act 2000  
 Employment Equality (sexual orientation) Regulations: 2003  
 Employment Equality (religion and belief) Regulations: 2003  
 Equal Pay Act: 1970  
 Sex Discrimination Act: 1977, 1986, and 1999  
 Disability Discrimination Act: 1995  
 Disability Rights Commission Act: 1999  
 Rehabilitation of Offenders Act: 1974  
 Human Rights Act: 2000  
 Children Act: 1989 and 2004

Any later amendments to the above acts/ regulations or future acts/ regulations that are relevant to British Rowing.

## DISCRIMINATION/ HARASSMENT & VICTIMISATION

Discrimination can take the following forms:

### *Direct Discrimination*

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 disproportionate and detrimental effect 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.

### *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. Such behaviour is not acceptable and neither is it excused on the grounds that the harasser did not intend it.

### *Victimisation*

Victimisation can be described as when one person is treated less favourably than others because he or she has taken action against British Rowing under one of the relevant Acts/ regulations (as previously outlined) or provided information about discrimination, harassment or inappropriate behaviour.

British Rowing regards discrimination, harassment or victimisation 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.

## IMPLEMENTATION

This policy document will be available to all employees, members, volunteers and officials.

All employees, members, volunteers and officials have the responsibility to respect, act in accordance with and thereby support and promote the spirit and intentions of this policy.

British Rowing has empowered a designated person within the association to oversee the implementation of this policy and will monitor and evaluate its effectiveness.

## COMMUNICATION

British Rowing will communicate this policy to all its employees, members, volunteers, officials and clubs using its Almanack, website, Rowing & Regatta magazine and club mailings.

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 & EVALUATION

British Rowing will monitor and evaluate the success of the policy regularly and will review the policy annually.

## COMPLAINTS & DISCIPLINARY

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

Appropriate disciplinary action will be taken against any employee, member, volunteer or official who violates the association's equity policy. Disciplinary procedures are available from British Rowing.