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# EQUAL OPPORTUNITIES & DIVERSITY POLICY

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## 1. Policy Statement

IGA (“the Company”) is committed to achieving an environment which provides equality of opportunity & freedom from unlawful discrimination on the grounds of race, sex, pregnancy & maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation. This Policy aims to remove unfair & discriminatory practices to those involved in or wanting to be involved in gymnastics. The Company values diversity & recognises the contributions that people with different backgrounds & or experiences bring to both the Company & the sport. The Company is committed to actively opposing all forms of discrimination.

The Company also aims to provide a service that does not discriminate against its members & customers in the means by which they can access the services & goods supplied by the Company. The Company believes that all employees & members are entitled to be treated with respect & dignity.

Any & all personal data used in connection with this Policy shall be collected, held, & processed in accordance with the Company’s Data Protection Policy.

## 2. Objectives of this Policy

2.1. To prevent, reduce & stop all forms of unlawful discrimination in line with the Equality Act 2010 by the following principles:

2.1.1. Everyone MUST respect the rights, dignity & worth of everyone else & their right to self-determination.

2.1.2. Everyone is entitled to be treated fairly regardless of gender, sexual orientation, age, marital & civil partnership status, pregnancy, maternity & paternity, disability, religious belief, race, nationality, ethnicity & background.

2.1.3. All participants should be afforded equal opportunities to access services.

2.1.4. Everybody has a responsibility to ensure that no form of discrimination is tolerated

2.1.5. Anyone who believes they have received unfavourable treatment within the scope of this policy should first raise their concerns with their club & then IGA.

2.1.6. Anyone who raises a concern in good faith, or those who support someone raising a concern should be treated unfairly as a result of the concern.

2.2. To ensure that recruitment, promotion, training, development, assessment, benefits, pay, terms & conditions of employment, redundancy & dismissals are determined on the basis of capability, qualifications, experience, skills & productivity.

## 3. Designated Officer

<b>Name:</b>	Malcolm Bridges
<b>Position:</b>	Safeguarding & Welfare Officer
<b>Telephone Number</b>	0345 319 7000

## 4. Definition of Discrimination

Discrimination is unequal or differential treatment which leads to one person being treated more or less favourably than others are, or would be, treated in the same or similar circumstances on the grounds of race, sex, pregnancy & maternity, marital or civil partnership

status, gender reassignment, disability, religion or beliefs, age or sexual orientation. Discrimination may be direct or indirect, & includes discrimination by perception & association.

## 5. Types of Discrimination

### 5.1. Direct Discrimination

This occurs when a person or a policy intentionally treats a person less favourably than another on the grounds of race, sex, pregnancy & maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation.

### 5.2. Indirect Discrimination

This is the application of a policy, criterion or practice which the employer applies to all employees but which is such that:

- 5.2.1. It is detrimental to a considerably larger proportion of people from the group that the person the employer is applying it to represents;
- 5.2.2. The employer cannot justify the need for the application of the policy on a neutral basis; and
- 5.2.3. The person to whom the employer is applying it suffers detriment from the application of the policy.

Example: A requirement that all employees must be 6ft tall if that requirement is not justified by the position would indirectly discriminate against employees with an oriental ethnic origin, as they are less likely to be able to fulfil this requirement.

### 5.3. Harassment

This occurs when a person is subjected to unwanted conduct that has the purpose or effect of violating their dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.

### 5.4. Victimisation

This occurs when a person is treated less favourably because they have brought or intend to bring proceedings or they have given or intend to give evidence.

## 6. Unlawful Reasons for Discrimination

### 6.1. Sex

It is not permissible to treat a person less favourably on the grounds of sex, marital status, civil partnership, pregnancy or maternity, gender reassignment or transgender status. This applies to men, women & those undergoing or intending to undergo gender reassignment. Sexual harassment of men & women can be found to constitute sex discrimination.

Example: Asking a woman during an interview if she is planning to have any (more) children constitutes discrimination on the ground of gender.

### 6.2. Age

It is not permissible to treat a person less favourably because of their age. This applies to people of all ages. This does not currently apply to the calculation of redundancy payments.

### 6.3. Disability

It is not permissible to treat a disabled person less favourably than a non-disabled person. Reasonable adjustments must be made to give the disabled person as much access to any services & ability to be employed, trained, or promoted as a non-disabled person.

### 6.4. Race

It is not permissible to treat a person less favourably because of their race, the colour of their skin, their nationality or their ethnic origin.

### 6.5. Sexual Orientation

It is not permissible to treat a person less favourably because of their sexual orientation. For example, an employer cannot refuse to employ a person because s/he is homosexual, heterosexual or bisexual.

### 6.6. Religion or Belief

It is not permissible to treat a person less favourably because of their religious beliefs or their religion or their lack of any religion or belief.

## 7. Positive Action in Recruitment

Under the Equality Act 2010, positive action in recruitment & promotion applies as of 6 April 2011. 'Positive action' means the steps that the Company can take to encourage people from groups with different needs or with a past record of disadvantage or low participation, to apply for positions within the Company.

If the Company chooses to utilise positive action in recruitment, this will not be used to treat people with a protected characteristic more favourably, it will be used only in tie-break situations, when there are two candidates of equal merit applying for the same position.

## 8. Reasonable Adjustments

The Company has a duty to make reasonable adjustments to facilitate the employment of a disabled person. These may include:

- 8.1. Making adjustments to premises;
- 8.2. Re-allocating some or all of a disabled employee's duties;
- 8.3. Transferring a disabled employee to a role better suited to their disability;
- 8.4. Relocating a disabled employee to a more suitable office;
- 8.5. Giving a disabled employee time off work for medical treatment or rehabilitation;
- 8.6. Providing training or mentoring for a disabled employee;
- 8.7. Supplying or modifying equipment, instruction & training manuals for disabled employees; or
- 8.8. Any other adjustments that the Company considers reasonable & necessary provided such adjustments are within the financial means of the Company.
- 8.9. If an employee has a disability & feels that any such adjustments could be made by the Company, they should contact the Designated Officer.

## 9. Reasonable Adjustments

*All employees, subcontractors & agents of the Company are required to act in a way that does not subject any other employees or clients to direct or indirect discrimination, harassment or victimisation on the grounds of their race, sex, pregnancy or maternity, marital or civil*

*partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation.*

*The co-operation of all employees is essential for the success of this Policy. Senior employees are expected to follow this Policy & to try to ensure that all employees, subcontractors & agents do the same.*

*Employees may be held independently & individually liable for their discriminatory acts by the Company & in some circumstances an Employment Tribunal may order them to pay compensation to the person who has suffered as a result of discriminatory acts.*

*The Company takes responsibility for achieving the objectives of this Policy, & endeavours to ensure compliance with relevant Legislation & Codes of Practice.*

## 10. Advice & Support on Discrimination

Members who believe they have received unfavourable treatment within the scope of this policy should first raise their concerns with their club & then IGA.

Other contacts include:

Equality & Human Rights Commission

Manchester

Arndale House

The Arndale Centre

Manchester

M4 3AQ

London

Fleetbank House

2-6 Salisbury Square

London

EC4Y 8JX

Cardiff

Block 1, Spur D, Government Buildings

St Agnes Road

Gabalfa

Cardiff

CF14 4YJ

Glasgow

151 West George Street

Glasgow

G2 2JJ

*Helpline Telephone Number:*

Phone: 0808 800 0082

Textphone: 0808 800 0084

Website: [www.equalityhumanrights.com](http://www.equalityhumanrights.com)

Citizens Advice Bureau  
3<sup>rd</sup> Floor North  
200 Aldersgate Street  
London  
EC1A 4HD  
Website: [www.citizensadvice.org.uk](http://www.citizensadvice.org.uk)

Community Legal Services Direct  
Telephone: 0845 345 4 345  
Website: [www.clsdirect.uk](http://www.clsdirect.uk)

## 11. The Extent of the Policy

- 11.1. The Company seeks to apply this Policy in the recruitment, selection, training, appraisal, development & promotion of all employees. The Company offers goods & services in a fashion that complies with the spirit of this Policy.
- 11.2. This Policy does not form a part of any employment contract with any employee & its contents are not to be regarded by any person as implied, collateral or express terms to any contract made with the Company.
- 11.3. The Company reserves the right to amend & update this Policy at any time.

This policy has been approved & authorised by:

**Name:** Christopher Mark Adams

**Position:** CEO

**Date:** April 16th 2021

**Signature:**

