Welsh Triathlon

Equality and Diversity Policy

WT/POL/003	Version 2.0	
Approved By:	The Board of Directors	Date: July 2022

What is Sports Equality?

Sports Equality is about fairness in sport, equality of access, recognizing inequalities and taking steps to address them.

Sports Equality is about changing the culture and structure of sport to ensure it becomes equally accessible to all members of society.

Sports Equality is about making sure that all our people can realise their talent and fulfil their potential.

Sports Equality is about individuals' responsibility to challenge discriminatory practice and promote inclusion.

Statement of Intent

Welsh Triathlon (WT) wishes to act as an exemplar for equality and diversity within its sphere of influence. In doing so, WT commits to promoting good equitable practice within the organisation and with partners.

WT is committed to ensuring that the membership of its Board reflects its commitment to equality and diversity.

WT will ensure that responsibility and accountability for equality and diversity is placed firmly at the most senior levels within the organisation.

WT will deliver on this policy by building equality and diversity into all aspects of its work. All reasonable steps will be taken to ensure that its Board, employees, volunteers, and member associations are committed to this policy.

WT will ensure that no job applicant, employee, volunteer, or member or other receives less favourable treatment on the grounds of age, disability, gender, gender reassignment, marriage/civil partnership, pregnancy and maternity, race, religion or belief and sexual orientation.

WT will work to ensure that all involved with it are treated fairly and equally.

WT is committed to ensuring that its employees, volunteers members and others are able to conduct their activities free from harassment or intimidation and that WT position in this is made clear to everyone.

WT believes in continuous improvement and will monitor all equality initiatives of the home nation governing bodies as well as any initiatives of the British Triathlon Federation.

Purpose of the Policy

WT 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.

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

Actions

WT will produce and maintain an action plan across all departments to ensure the intention of this policy is delivered.

Legislative Guidance

In order to fulfil its legal obligations, Welsh Triathlon Equality and Diversity Policy complies with the Equality Act 2010 ("the Act") and any other relevant legislation

WT will seek professional advice each time the policy is reviewed to ensure it continues to comply with all legislation requirements.

Employment

WT is fully committed to the principles of equality of opportunity and is responsible for ensuring that no job applicant, employee, or volunteer receives unlawful, less favourable treatment, on the grounds of age, gender, colour, disability, ethnicity, parental or marital status, nationality, religion or belief, social status, and sexual preference.

Legal requirements

WT is required by law not to discriminate against its employees or members and recognises its legal obligations.

Equity is a concept of being fair, unbiased, and just. It involves ensuring that everyone has access to the resources and opportunities they need to reach their full potential - recognising barriers that get in the way of equality and taking steps to address these, therefore redressing existing imbalances.

Diversity aims to recognise, respect and value people's differences. It is focused on engaging everyone and making effective use of the differences and similarities between us. By using the talents of all, we can achieve better results as an organisation, sporting community and proud nation.

Discrimination, harassment, and victimisation

Direct discrimination

Direct discrimination occurs when someone is treated less favourably than another person because of a protected characteristic they have or are thought to have (see perception discrimination below), or because they associate with someone who has a protected characteristic (see discrimination by association below).

Discrimination by association

Applies to age, race, religion or belief, sexual orientation, disability, gender reassignment, and sex. This is direct discrimination against someone because they associate with another person who possesses a protected characteristic.

Perception discrimination

Applies to age, race, religion or belief, sexual orientation, disability, gender reassignment, and sex. This is direct discrimination against an individual because others think they possess a particular protected characteristic. It applies even if the person does not actually possess that characteristic.

Indirect discrimination

Applies to age, race, religion or belief, sex, sexual orientation, marriage and civil partnership, disability, and gender reassignment.

Indirect discrimination occurs when a provision, criterion or practice is neutral on the face of it, but its impact particularly disadvantages people with a protected characteristic, unless the person applying the provision can justify it as a proportionate means of achieving a legitimate aim.

Harassment

Harassment is "unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual".

Harassment applies to all protected characteristics except for pregnancy and maternity and marriage and civil partnership. People will now be able to complain of behaviour that they find offensive even if it is not directed at them, and the complainant need not possess the relevant characteristic themselves. They are also protected from harassment because of perception and association.

Harassment by others

Applies to age, disability, gender reassignment, race, religion or belief, sex, and sexual orientation. It also includes the failure of an employer to take reasonable steps to protect an employee from persistent (three occasions or more) third party harassment.

Victimisation

Victimisation occurs when a person is treated badly because they have made or supported a complaint or raised a grievance under the Equality Act; or because they are suspected of doing so. They are not protected from victimisation if they have maliciously made or supported an untrue complaint.

A complainant will not need to compare their treatment with that of a person who has not made or supported a claim under the Act.

WT regards discrimination, harassment, or victimisation, (as described above) 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.

Protected characteristics

Age

The Act protects people of all ages. However, different treatment because of age is not unlawful direct or indirect discrimination if you can justify it, i.e., if you can demonstrate that it is a proportionate means of meeting a legitimate aim. Age is the only protected characteristic that allows employers to justify direct discrimination.

Disability

The Act has made it easier for a person to show that they are disabled and protected from disability discrimination. Under the Act, a person is disabled if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities, which would include things like using a telephone, reading a book, or using public transport.

The Act includes protection from discrimination arising from disability. This states that it is discrimination to treat a disabled person unfavourably because of something connected with their disability (e.g., a tendency to make spelling mistakes arising from dyslexia).

Additionally, indirect discrimination covers disabled people. This means that a job applicant or employee could claim that a particular rule or requirement you have in place disadvantages people with the same disability.

The Act also includes a provision which makes it unlawful, except in certain circumstances, for employers to ask about a candidate's health before offering them work.

Gender

Both men and women are protected under the Act.

Gender reassignment

The Act provides protection for transsexual people. A transsexual person is someone who proposes to, starts, or has completed a process to change his or her gender.

It is discrimination to treat transsexual people less favourably for being absent from work because they propose to undergo, are undergoing or have undergone gender reassignment than they would be treated if they were absent because they were ill or injured.

Marriage and Civil Partnership

The Act protects people who are married or in a civil partnership against discrimination. Single people are not protected.

Pregnancy and maternity

A woman is protected against discrimination on the grounds of pregnancy and maternity during the period of her pregnancy and any statutory maternity leave to which she is entitled. During this period, pregnancy and maternity discrimination cannot be treated as sex discrimination.

Race/ethnicity

For the purposes of the Act, 'race' includes colour, nationality and ethnic or national origins.

Religion or Belief

In the Equality Act, religion includes any religion. It also includes a lack of religion, in other words employees or jobseekers are protected if they do not follow a certain religion or have no religion at all. Additionally, a religion must have a clear structure and belief system.

Belief means any religious or philosophical belief or a lack of such belief. To be protected, a belief must satisfy various criteria, including that it is a weighty and substantial aspect of human life and behaviour. Denominations or sects within a religion can be considered a protected religion or religious belief.

Discrimination because of religion or belief can occur even where both the discriminator and recipient are of the same religion or belief.

Sexual orientation

The Act protects bisexual, gay, heterosexual, and lesbian people.

Responsibility, implementation, and communication

The following responsibilities will apply:

The WT Board is responsible for ensuring that this Equality and Diversity Policy is followed and to deal with any actual or potential breaches.

The appointed Board Director has the overall responsibility for the implementation of the Equality and Diversity Policy.

All employees, volunteers and members have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy and the law. Where appropriate, individual work programmes will be amended to include equality related tasks.

The policy will be implemented immediately following Board agreement and at a corporate level will result in the following:

Welsh Triathlon will:

- Foster and promote partnerships with key equality organisations at all levels.
- Agree actions as part of our annual plan within which specific roles, responsibilities and resources are allocated and targets set.
- Make available a copy of this document to all staff, members, and volunteers of WT and this will also form part of any recruitment and subsequent induction process.
- Ensure that all employees, volunteers, and agents have responsibilities to respect, act in accordance with, and thereby support and promote, the spirit and intentions of the policy.
- Take measures to ensure that our employment practices are non-discriminatory.
- Ensure that no job applicant will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job, or which constitute unfair discrimination.
- Adopt a planned approach to eliminate barriers which discriminate.
- WT will ensure that consultants and/or agents and advisors are appointed fairly and equally. Consultants used by WT must demonstrate their commitment to the principles and practice of equality and diversity.
- Take full account of this policy in arriving at all decisions in relation to its activities.

- Collaborate fully with any surveys or other initiatives designed to assess the level of participation of different sections of the community in sport and outdoor pursuits and take account of the findings in developing measures to promote and enhance sports equality.

- Provide access to training for board members, staff, and key volunteers to raise awareness of both collective and individual responsibilities.
- WT will work with its members to encourage them to adopt policies and procedures that support equality of opportunity for all their members, staff, and volunteers.
- Promote positive images and text relating to diverse groups across a wide range of publications and formats.
- Where appropriate, meet the information needs of all individuals and communities.
- Publish and disseminate information on sports/outdoor pursuits programmes promoting equality and diversity.
- Establish links with appropriate partners to target specific audiences, and
- Promote the use of female, ethnic minority, and disabled role models in sport/outdoor pursuits, where appropriate.

The policy will be communicated in the following ways:

- It will be part of the staff handbook and reference will be made within codes of conduct.
- It will be covered in all staff and volunteer induction training
- All staff and volunteer recruitment packs will include signposting to the document.
- Accessible versions of the policy will be made available, on request.
- All members will be made aware of the policy's existence when they join and a summary of any revisions will be published in member communications.
- It will be available on the Welsh Triathlon web site.
- At time of review, a mechanism will be put in place to allow all staff, members, and volunteers to be part of the process.

Positive action

WT may take positive action or introduce special measures for any group which is currently under-represented in any aspect of the work done by Welsh Triathlon

Monitoring and Evaluation

Once approved, the policy will apply for 1 years before a formal review takes place, unless any proposal to the Board or legislation change requires an interim review and/or amendment.

Statistical information will be produced annually by the Lead Officer for the Board and will be published internally and externally to show the impact of the strategy.

Disciplinary and Grievance Procedure

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

This procedure is documented in the staff handbook.

Appropriate disciplinary action will be taken against any employee, volunteer or member who violates WT Equality and Diversity Policy.

An individual may raise any grievance and no employee, volunteer or member will be penalised for doing so, unless it is untrue and not made in good faith.
As with all grievance procedures, the final point of appeal relating to this policy is the WT appeals procedure.