

EQUALITY, DIVERSITY & INCLUSION POLICY



STATEMENT

GB Taekwondo (GB TKD) is committed to ensuring that the culture, philosophy and processes within the organisation and its athlete programme are free from bias and discrimination. It upholds the principles of diversity, equality, and inclusion and as such recognises its legal obligations under the Equality Act 2010.

The aim of the policy is to ensure no one is discriminated against either directly or indirectly on any unlawful grounds. GB TKD will maintain a neutral environment in which no one feels under threat or intimidated. GB TKD respond effectively to any complaints or allegations of unequal treatment or discrimination. Discrimination is unacceptable and breaches of the policy may lead to disciplinary proceedings and, if appropriate, disciplinary action.

Everyone has an important part in ensuring GB TKD is a genuinely inclusive organisation and there is a collective responsibility to ensure all working practices are fair and inclusive. By working together GB TKD can ensure there is genuine equity within the organisation.

What is equality?

Equality is ensuring people or groups of people are treated fairly and equally and no less favourably, specific to their needs, including areas of race, gender, disability, religion or belief, sexual orientation, and age.

What is diversity?

Diversity aims to recognise, respect and value people's differences to contribute and realise their full potential by promoting an inclusive culture for all.

Our commitment

- To ensure that any discrimination is tackled, and barriers identified and overcome
- Through our equality monitoring profile our position to raise awareness of analysis, identify areas for positive action and implement as appropriate
- Manage objectives set through our action tracker (action plan).
- Advance our recruitment practices and policies, and adapt skills or other interview tests (which do not discriminate against any individuals or groups)
- Respect and value the right, dignity and worth of every person; treating everyone irrespective of any visible or non-visible difference

We aim to

- Be an inclusive and welcoming organisation
- Create an environment where everyone:

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- has the right to participate free from the threat of discrimination, intimidation, harassment, or abuse
 - can achieve their full potential, have a positive and fulfilling experience
 - Listen and value other points of view
 - Be an employer of choice.

The Equality Act 2010

This Act legally protects people from discrimination in the workplace and in wider society. It sets out the different ways in which it is unlawful to treat someone. In the Act, the following are classed as “protected characteristics”. It is against the law to discriminate against anyone because of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief (including lack of belief)
- sex
- sexual orientation.

People are also protected from discrimination if:

- they are associated with someone who has a protected characteristic, eg a family member or friend
- they have complained about discrimination or supported someone else’s claim.

GB TKD can do something voluntarily to help people with a protected characteristic. This is called ‘positive action’. Taking positive action is legal if people with a protected characteristic:

- are at a disadvantage
- have needs
- are under-represented in an activity or type of work.

Discrimination can come in one of the following forms:

- direct discrimination - treating someone with a protected characteristic less favourably than others
- indirect discrimination - putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair disadvantage
- harassment - unwanted behaviour linked to a protected characteristic that violates someone’s dignity or creates an offensive environment for them

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- victimisation - treating someone unfairly because they have complained about discrimination or harassment.

Doubts or queries

Any doubts or queries about this policy should be raised with Matt Archibald, CEO, or Garry Adams Lead for Equality and Diversity, email: garry.adams@gbtaekwondo.co.uk

Concerns

All employees and athletes have a right not to be subjected to discrimination or abuse and we strongly encourage breaches of this policy be reported at the earliest opportunity. GB TKD recognise this may not always be easy, particularly if the individual concerned is more senior. To address this there is a range of ways, both formal and informal that people can address the situation and report any concerns.

Informal approach:

- Explain to the relevant person(s) that their behaviour could amount to unequal treatment and/or discrimination, victimisation or bullying and ask them to stop
- Discuss informally any concerns with the Equality Officer, their manager or trusted colleague
- Discuss with HR on a confidential and informal basis.

GB TKD recognise that it is not always possible to rely on an informal approach, if this is the case individuals are encouraged to make a written complaint outlining why they believe they have been treated inappropriately, in which case:

- Athletes, employees, any other member of staff and volunteers are encouraged to raise the matter through GB TKD's Grievance Policy
- Potential employees, clients, visitors, and other individuals should consult the Equality Officer and in conjunction with GB TKD's Complaint Procedure.

An individual raising an employee grievance will not be penalised for doing so unless the grievance is found to be untrue and not made in good faith.

RESPONSIBILITIES FOR IMPLEMENTATION

Strategic Lead for Equality

Garry Adams, HR Manager is the GB TKD Strategic Lead for Equality and Diversity. One element of this role was to ensure that GB TKD achieved the Preliminary level of the UK Sport Equality Standard and ensure further steps are taken to embed equality and diversity within the culture and governance of the organisation. Support will be provided by the Governance Officer.

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Manager's Duties

For this policy, "managers" is defined as persons charged with the responsibility for managing a team and are responsible for embedding and implementing this policy within their team. For this to be achieved managers will be provided with appropriate training and support to ensure they have the knowledge, skills and confidence to achieve this.

Managers will

- Ensure there is open access for all those who wish to participate and work in the sport and that they are treated fairly
- Encourage all employees, athletes, participants, volunteers, client, or other individuals, to take positive steps to promote this policy
- Ensure all employees undertake training in line with the action plan/induction process
- Take positive action to ensure compliance with all aspects of equality and diversity, particularly in relation to recruitment, selection, promotion, training and development, and retention
- Identify, redress, and eliminate individual and institutional discrimination
- Comply with statutory and legislative objectives.

Board Duties

- Responsible for ensuring this Policy is reviewed when appropriate
- Review the objectives of the action plan and address any issues
- Responsible for ensuring any breaches are dealt with appropriately.

HR Duties

- Undertake a staff equality audit every two years incorporating all the protected characteristics with a view to identifying any under representation and producing a report on the findings to the Board that clearly identifies any areas of concern as well as successes, whilst also maintaining confidentiality
- Raise equality as an agenda item at Board meetings
- Regularly review this policy to ensure continuing compliance.

GLOSSARY OF TERMS

Bullying

The misuse of power or position to persistently criticise, humiliate or undermine an individual's confidence.

Ref: GB TKD's Anti-Bullying policy, contained within the Safeguarding Policy and Procedures.

Culture

A social heritage or tradition that is passed on to future generations. It is a shared, learned human behaviour, a way of life.

Disability

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Described in the Equality Act 2010 as someone who has a physical or mental impairment that has a substantial and long-term adverse effect on his/her ability to carry out normal day to day activities.

Discrimination (direct)

To treat one group of people less favourably than others because of their race, colour, nationality, or ethnic or national origin.

Discrimination (indirect)

When there are rules, regulations or procedures operating that applies to everybody, but people from a certain group are not able to meet it and there is no justifiable reason for having that rule.

Discrimination (positive)

Selecting people on grounds of their group membership. Unlawful except under certain circumstances within DDA and as a genuine occupational qualification.

Diversity

Recognising, valuing, and taking account of people's different backgrounds, knowledge, skills, and experiences, and encouraging and using those differences to create a productive and effective workforce. Diversity encompasses visible and non-visible individual differences. They may include, but not limited to, differences by anti-discrimination legislation.

Ethnic minority

An ethnic group within a society or region that is smaller in numbers than the majority population. It is often a subordinate group whose group members have significantly less control or power over their lives than members of the dominant group.

Ethnicity

An ethnic group is a group regarded as a distinct community by virtue of certain essential characteristics; a shared history that distinguishes it from other groups and a cultural tradition of its own. The expression "Ethnic monitoring" has become more broadly used to reference groups defined by colour, race, or national origin as well.

Equal Opportunities

It is about the law and how it is applied in addressing barriers which individuals might face in accessing training, employment, and access to services. Ensuring training, employment practices and access to services are fair and free from discrimination and harassment.

Equality

Is the state of being equal – treating individuals equally, which does not necessarily mean treating them the same. In some cases, the need for equality may require unequal effort to ensure the principle of equality is achieved.

Gender

Often used in place of the word “sex” in equality issues.

Gender reassignment

A personal, social, and sometimes medical process by which a person’s gender presentation (the way they appear to others) is changed.

Not all transsexual people undergo medical supervision to change their gender. People who decide to live in the gender opposite to that assigned at birth, but do not undergo any medical procedures, are protected from discrimination under the Equality Act 2010.

Harassment

Inappropriate actions, behaviour, comments, or physical contact that is objectionable or causes offence to the recipient. It may be of sexual or racial nature or it may be directed towards people because of their age, sexuality, a disability, or some other characteristic.

Ref: GB TKD’s Harassment, Bullying & Victimisation policy

Heterosexist

Heterosexist is the belief that heterosexuality is "normal" and therefore that other sexual orientations are abnormal or deviant.

Homophobia

An irrational hatred, intolerance, and fear of lesbian, gay and bisexual people, and their culture.

Positive action

Is allowed under legislation to redress imbalances between underrepresented groups of employees. It allows employers to provide targeted training to underrepresented groups, and to encourage applications from groups that are underrepresented areas of work.

Prejudice

Pre-judging someone. Usually led by negative, irrational feelings and attitudes and opinions that some people have about other people.

Protected characteristics

A group which is protected from discrimination under equality legislation. The Equality Act 2010 covers nine protected characteristics – (1) Age, (2) Disability, (3) Gender re-assignment, (4) Marriage and civil partnership, (5) Pregnancy and maternity (6) Race, (7) Religion or belief, (8) Sex, (9) Sexual orientation.

Race

Distinctions among human beings based on colour of their skin and other physical features, however recently this word has begun to be used as a unifying term, referring to the one human race to which every person

belongs. Conduct, words, or practices which advantage or disadvantage people because of their colour, culture or ethnic group.

Sexual orientation

Assumptions and perceptions of a person's sexual orientation (whether a person is attracted to people of their own sex, the opposite sex or both sexes) are also covered by law.

Stereotyping

Grouping or labelling people because they are members of a particular visible group and assuming that they have traits that are characteristic of that group.

Transsexual

People who have a powerful sense of discomfort with the gender of their body and subsequent social role that they undertake a personal, social, and sometimes medical transition to live in the gender identity of their personal conviction.

Victimisation

Subjecting a group or individual to a detriment because they have, in good faith, acted under the Equality Act 2010 (or equivalent legislation) by bringing proceedings, giving evidence or information in relation to proceedings, making an allegation that a person has contravened the Equality Act 2010 (or equivalent legislation) or doing anything other for the purpose of, or in connection with, the Equality Act 2010 (or equivalent legislation).