

# BASEBALL SOFTBALL UK EQUALITY POLICY



At its meeting in September 2006 the **BaseballSoftballUK** Council approved a new and updated Equality Policy which is reproduced below. This revised policy is a step towards achieving the standards set out in "The Equality Standard: A Framework for Sport" and reinforces the position that Baseball and Softball are sports that are open to all. We ask that the principles of the policy are adopted by all member clubs and teams of the British Baseball Federation and the British Softball Federation.

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## THE EQUALITY STANDARD FOR SPORT

Sports Equity is about fairness and inclusion 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 **BaseballSoftballUK**.

### 1. BSUK Statement of Intent

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

1.2 **BaseballSoftballUK** will ensure that there will be open access for all those who wish to participate in all aspects of sporting and leisure activities under our control and that they will be treated fairly while participating.

### 2. Purpose

2.1 **BaseballSoftballUK** recognises that certain sections of the community have been affected by past discrimination and may still be denied the opportunity to participate equally and fully in sport at all levels.

2.2 This Policy has been produced to provide a framework under which **BaseballSoftballUK** can work to prevent or eliminate discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against its employees, members and volunteers.

### 3. Commitment to Action

3.1 **BaseballSoftballUK** will produce and maintain an action plan to ensure the intent of this Policy is delivered.

3.2 All areas of the organisation and its work will be directed by this action plan, which will be incorporated into the overall business delivery plan (Whole Sport Plan), itself reviewed and updated on an annual basis.

3.3 **BaseballSoftballUK** recognises that, in some cases, to achieve the principle of equality, unequal opportunity is required and, if appropriate, will consider positive action to address under-representation.

#### 4. Legal Requirements

4.1 **BaseballSoftballUK** is required by law not to discriminate against its employees and recognises its legal obligations under, and will abide by the requirements of, the following:

Equal Pay Act 1970

Rehabilitation of Offenders Act 1974

Sex Discrimination Acts 1975, 1986 & 1999

Race Relations Act 1976 and the Race Relations Amendment Act 2000

Disability Discrimination Act 1995

Disability Rights Commission Act 1999

Human Rights Act 2000

Employment Equality (Sexual Orientation) Regulations 2003

Employment Equality (Religion and Belief) Regulations 2003

Children Act 1989 & 2004

Age Discrimination Act 2006

Any later amendments to the above acts/regulations, or future acts/regulations that are relevant to **BaseballSoftballUK**.

4.2 **BaseballSoftballUK** will seek legal advice each time the policy is reviewed to ensure it continues to comply with all legislative requirements.

#### 5. Discrimination, harassment and victimisation

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 occurs when a job requirement or condition is applied equally to all, which has a disproportionate and detrimental affect on one sector of society because fewer from that sector can comply with it and the requirement cannot be justified in relation to the job.

5.1.3 When decisions are made about an individual employee, the only personal characteristics taken into account will be those which, as well as being consistent with relevant legislation, are necessary to the proper performance of the work involved.

5.2 Harassment is described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be directed towards people because of their gender, appearance, race, colour, ethnic origin, nationality, age, sexual preference, a disability or some other characteristic. **BaseballSoftballUK** is committed to ensuring that its employees, members, participants and volunteers are able to conduct their activities free from harassment or intimidation.

5.3 Victimisation is defined as when someone is treated less favourably than others because he or she has taken action against **BaseballSoftballUK** under one of the relevant Acts/regulations (as previously outlined) or provided information about discrimination, harassment or inappropriate behaviour.

5.4 **BaseballSoftballUK** 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.

## 6. Responsibility, implementation and communication

6.1 The following responsibilities will apply:

6.1.1 The Board of Trustees is responsible for ensuring that this Equal Opportunities Policy is followed and to deal with any actual or potential breaches.

6.1.2 The Chief Executive has the overall responsibility for the implementation of the Equal Opportunities Policy.

6.1.3 A specific member of staff, designated by the Chief Executive, has the overall responsibility for achieving the Equality Action Plan as part of their work programme.

6.1.4 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, where appropriate, individual work programmes will be amended to include equity-related tasks.

6.2 The new/amended policy will be implemented immediately following Board agreement and, at a corporate level, will result in the following:

6.2.1 A copy of this document will be available to all staff (both permanent and contract), members and volunteers of **BaseballSoftballUK**.

6.2.2 **BaseballSoftballUK** will take measures to ensure that its employment practices are non-discriminatory.

6.2.3 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.

6.2.4 A planned approach will be adopted to eliminate organisation barriers which constitute discrimination.

6.2.5 **BaseballSoftballUK** will ensure that consultants and advisers it may use from time to time can demonstrate their commitment to the principles and practice of equity and that they will abide by this Policy.

6.3 The new/revised Policy will be communicated in the following ways:

6.3.1 It will be part of the Staff Handbook and reference will be made to it in any codes of conduct.

6.3.2 It will be covered in all staff and volunteer induction training

6.3.3 All members will be made aware of the Policy's existence when they join and a summary of any revisions will be published in **BaseballSoftballUK**'s communications.

6.3.4 It will be available on the BSUK website.

6.3.5 At time of review, a mechanism will be put in place to allow all staff, members and volunteers to contribute to the process of review.

## 7. Monitoring and Evaluation

7.1 Once approved, the Policy will apply for 3 years before a formal review takes place, unless any proposal to the Board, or legislation change, requires an interim review and/or amendment.

7.2 The Equality Action Plan, created to ensure the intent of the Policy is delivered, will be reviewed by the Chief Executive and the member of staff with the responsibility for its implementation on a quarterly basis.

7.3 As part of the overall business delivery plan, the Equality Action Plan, will be reviewed by the Council (or its Equity sub-committee) on an annual basis.

7.4 On an annual basis, statistical information will be produced by the Chief Executive for the Council, and will be published internally and externally, to show the impact of this policy.

## **8. Disciplinary and Grievance Procedures**

8.1 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 may raise the matter through the appropriate grievance procedure.

8.2 Appropriate disciplinary action will be taken against any employee, volunteer or member who violates **BaseballSoftballUK**'s Equal Opportunities Policy.

8.3 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.

8.4 As with all grievance procedures, the final point of appeal relating to this policy is the Council appeals committee.

## **9. Equity Action Plan**

The Equality Action Plan is available from **BaseballSoftballUK**.