



## **EQUALITY STATEMENT POLICY**

England Squash recognises the importance of affording equity, equal opportunity and fair treatment to all present and potential employees and members. England Squash is also committed to compliance with relevant equality legislation, the Equality Act 2010, Codes of Practice and relevant best practice guidance. This policy pursues and builds on the statutory position to ensure effective policies and practice of promoting equality.

England Squash aims to ensure that all people, irrespective of their age, gender, ability, race, religion, ethnic origin, creed, colour, nationality, social status or sexual orientation, have a genuine and equal opportunity to participate in squash at all levels and in all roles. That includes participation as a beginner or elite performer, and as a coach, official, referee, manager, administrator or spectator.

In its relationships with members, employees, and in its provision of services, it is the aim of England Squash not to disadvantage any individual by imposing any conditions or requirements which cannot be justified. Failure to comply may result in disciplinary action being taken.

Advice and training will be given to all those working for or on behalf of England Squash. England Squash is committed to pro-actively tackle discrimination or disadvantage and aims to ensure that no individual or group is directly or indirectly discriminated against for any reason regarding employment or accessing sports. Direct discrimination is defined as treating a person less favourably than others or would be treated in the same or similar circumstances.

Discrimination, Harassment, Bullying and Victimisation England Squash specifically recognises the following as being unacceptable: -

Unlawful discrimination which take the forms of either direct or indirect discrimination. Indirect discrimination occurs when a requirement or condition is applied which, whether intentional or not, adversely affects a considerably larger proportion of people of one race, sex or marital status than another and cannot be justified on grounds other than race, sex or marital status.

- Harassment - Bullying - Victimisation

England Squash regards discrimination, harassment, bullying or victimisation as serious misconduct. All complaints will be taken seriously and appropriate measures including disciplinary action may be brought against any stakeholder who unlawfully discriminates against, harasses, bullies or victimises any other person.

### **Exemptions**

England Squash reserves the right to limit competitions to persons of specific age, gender or disability groups where this is necessary to ensure equitable, safe and equal competition.

### **Responsibility**

England Squash expects all those acting on behalf of the organisation to adhere to this policy.

In pursuance of this policy England Squash reserves the right to discipline any of its members or employees who practice any form of discrimination on the grounds of a person's age, gender, ability, race, religion, ethnic origin, creed, colour, nationality, social status or sexual orientation.

Other Policy Links:

Safeguarding

Anti-Bullying (TBC)

Disciplinary (TBC)