

What is Sports Equality?

Sports Equality is about fairness in sport; equality of access; recognising inequalities and taking steps to address them. It involves changing the culture and structure of sport to ensure it becomes equally accessible to all members of society and ensuring that everyone has the opportunity to realise their talent and full potential.

Equality Policy Statement

Five Star Sports, is fully committed to the principles of equality of opportunity and aims to ensure that everyone has a genuine and equal opportunity to participate in sport at all levels and in all roles of the sport, irrespective of their age, gender, ability, disability, religion, race, ethnic origin, nationality, colour, social status or sexual orientation. This includes members, volunteers, participants, supporters, coaches, officials, job applicants and employees.

Five Star Sports recognises that discrimination is unacceptable and will not tolerate direct or indirect discrimination. Five Star Sports will take, or support, positive action to eliminate individual and institutional discrimination:

- The Equality Action Plan will be reviewed annually and is open to consultation from all members and employees of Five Star Sports;
- Five Star Sports will provide appropriate training to all of its employees and key volunteers to raise awareness of individual responsibilities;
- Five Star Sports will work towards the equitable provision of its services to all sections of the community and avoid disadvantaging any person by conditions or requirements that cannot be reasonably justified;
- Five Star Sports will embed Equal Opportunities into all policies, plans and strategies.
- Five Star Sports will publicise this policy and equality action plan to all employees, members, and volunteers through its website and mailings. The policy is also publicised to employees through the staff handbook and to all new members of staff through an induction.

Legal Responsibilities

Five Star Sports fully accepts its legal responsibility under the following:

- Race Relations Act (1976, 2000)
- Race Relations Amendment Act (2000)
- Equal Pay Act (1970)
- Disability Discrimination Act (1995, 2005)
- Employment Equality (Sexual Orientation) Regulations (2003)
- Protection from Harassment Act (1997)
- Children Act (1989 & 2004)
- Age Discrimination Act (2006)
- Equality Act (2006)
- Employment Equality (Age) Regulations (2006)
- Sex Discrimination Act (1975, 1986, 1999)
- Human Rights Act (2000)
- Rehabilitation of Offenders Act (1974)

- Employment Equality (religion & Belief) Regulations (2003)
 - Employment Protection (Consolidation) Act (1980, 1982, 1988, 1989)
 - Gender Recognition Act (2004)
 - Civil Partnership Act (2004)
 - Equality Act (Sexual Orientation) Regulations (2007)
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- *or any subsequent amendments to the above or new Acts/Regulations that are relevant to Five Star Sports*

Reviewed September 2023

Five Star Sports Equality Policy

Implementation

A copy of the policy will be available to all professional staff and volunteers working for Five Star Sports and subsequently distributed to all staff. The policy will be integrated into the induction of staff and key volunteers. The policy will also be made available on the Five Star Sports website.

All persons shall respect, act in accordance with and thereby support and promote the spirit and intentions of this policy. Amendments to the policy will be implemented immediately after approval has been received from the relevant Board.

Monitoring and Evaluation

Five Star Sports will monitor and evaluate the effectiveness of the policy and Equality Action Plan regularly and will review the policy annually. All staff, members, and volunteers will have an opportunity to contribute to the review process.

Types of Discrimination

Five Star Sports regards any form of discrimination 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. Discrimination can take the following forms:

Direct Discrimination

- treating a person less favourably than others would be treated in the same circumstances on the grounds of their age, gender, ability, disability, religion, race, ethnic origin, nationality, colour, social status or sexual orientation.

Indirect Discrimination

- occurs when a job requirement or condition is applied equally to all, which has a disproportionate and detrimental effect 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.

Harassment

- described as inappropriate actions, behaviour, comments or physical contact that are objectionable or cause offence to the recipient. It may be directed towards people because of their age, sexuality, disability or some other characteristic.

Victimisation

- described as when one person is treated less favourably than others because he or she has taken action under one of the relevant Acts / Regulations or provided information about discrimination, harassment or inappropriate behaviour.

Complaints and Disciplinary

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

Appropriate disciplinary action will be taken against any employee, member, volunteer, affiliate club or official who violates the association's equality policy. Where the violation of the equality policy by way of harassment, victimisation or discrimination amounts to a criminal offence, the appropriate authority will be informed.

Responsibility

The Board of Directors of Five Star Sports will endorse and be responsible for ensuring this Equality Policy is implemented and will deal with any actual or potential breaches. The Lead Equality Officer has responsibility for managing the implementation of the Equality Action Plan.

All employees, volunteers and members of Five Star Sports have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy.