

## REBOUNDERS EQUITY POLICY

(adopted at Trustees meeting on 28th April 2009)

- Rebounders is fully committed to the principles of the equality of opportunity. It is responsible for ensuring that no member of the club (athlete/participant, coach, volunteer, carer, etc) receives less favourable treatment on the grounds of age, colour, race, disability, ethnic origin, gender, parental or marital status, nationality, religious belief, social status or sexual preference, than any other.
- Rebounders will ensure that there is open access for all those who wish to participate in the activity of trampolining and that they are treated fairly.
- This Equity Policy is endorsed by the Disability Sport Wales.

### PURPOSE OF THE EQUITY POLICY

- Rebounders recognises that inequalities still exist in society and also in the Sport and Leisure sector which may limit opportunities to participate equally and fully in trampolining at all, or any level(s).
- Rebounders promotes inclusion and will take steps to prevent discrimination or other unfair treatment of its members, coaches, volunteers or participants.

### LEGISLATION

Rebounders is required by law not to discriminate against members, coaches, volunteers, participants; and recognises its legal obligations under the following acts:

- Rehabilitation of Offenders Act 1974
- Health and Safety at Work Act 1974
- Sex Discrimination Act 1975
- Race Relations Act 1976
- Disability Discrimination Act 2005
- Employment Rights Act 1996
- Protection from Harassment Act 1997
- Human Rights Act
- Race Relations (Amendment) Act 2000

### TYPES OF DISCRIMINATION

Discrimination can take the following forms:

1. **Direct Discrimination** - this means treating someone less favourably than you would treat others for reasons relating to their personal circumstances such as gender, race, disability, sexual orientation, religion or belief and any other unacceptable reason.
2. **Indirect Discrimination** - this occurs when a requirement or condition is applied equally to all, and has a disproportionate and detrimental effect on a significant number of people from a particular group and cannot be justified.
3. **Harassment**
  - Harassment is any form of unwanted or unwelcome behaviour that violates people's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment.
  - Rebounders is committed to ensuring that its members, coaches, volunteers, and participants are able to conduct their activities in an environment that is free from harassment or intimidation.
  - Rebounders regards any form of discrimination and harassment as described above as gross misconduct and any member, coach, volunteer or participant who discriminates against or harasses any other person will be liable to appropriate disciplinary action according to Disability Sport Wales Disciplinary Procedures.
4. **Victimisation** - this occurs when someone is treated less favourably than others for using an organisation's complaints procedure, exercising their legal rights, or for supporting colleagues who have done so. Rebounders will fully support and protect anyone exercising their legal rights and/or supports anyone who has done so.

## **IMPLEMENTATION**

- The Rebounders chairperson will ensure that the existence of this policy will be communicated and understood by all members, coaches, volunteers and participants, and a copy will be available to all.
- All members, coaches, volunteers and participants have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of this Equity Statement.
- Equality and Diversity training will be available for all coaches, volunteers and carers through Disability Sport Wales.

## **MONITORING AND EVALUATION**

- Rebounders will contribute to information held by Disability Sport Wales, and coordinated through the Local Authority Disability Sport Wales Officer, which will monitor systems and evaluate the practices and procedures, on an ongoing basis, and will inform wide governing and representative bodies of sport of their impact.
- Monitoring and evaluation information will be used to identify any areas of under-representation. This information will be used to guide programme development and promotional work, conducted by Disability Sport Wales generally, and by Rebounders on a smaller scale.
- All results of any monitoring information will be available through Disability Sport Wales, and the Sports Council for Wales.

## **DISCIPLINARY AND GRIEVANCE PROCEDURES**

To safeguard individual rights a member, coach, volunteer or participant, who believes that s/he 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 member, coach, volunteer or participant who violates Rebounders Equity Policy.

All Rebounders members, coaches, volunteers and participants should have access to the disciplinary procedure referred to within this document.

*I \_\_\_\_\_ (print name of club representative), on behalf of Rebounders commit to upholding this Equity Policy, thereby ensuring that the club is fully committed to the principles of the equality of opportunity.*

\_\_\_\_\_ (signature of club representative)

\_\_\_\_\_ (designation)

\_\_\_\_ / \_\_\_\_ / \_\_\_\_ (date of agreement)