



# BURY ROUNDERS SAFEGUARDING INITIATIVE



# Equality

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## POLICY AND PROCEDURES

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## BRSI Foreword

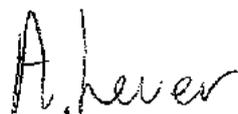
Bury Rounders is a growing sports organisation working towards increasing the participation rates within the sport and is committed to creating greater opportunities for the players, referees, committee and other participants. Sports have had and is a great influence on the way people live and can improve social inclusion. Bury Rounders are committed to instil these values in to game and promoted throughout the League. Most importantly we place the welfare of are teams, players and volunteers a priority. This will ensure a safe and enjoyable environment for all. This Document is here to recognise young people and adult's participating in Bury Rounders deserve to feel safe at all times and have a responsible adult they can contact if they have any concerns about their own safety, or that of others (within or outside Rounders). Bury Rounders is updating the procedures in how we communicate with the Clubs of the League, to ensure all the members are aware of all the policies, laws and legislations and the standards they and we all should be meeting. In the creation of this document it has been noted that it is not the responsibility of those individuals working in Rounders to determine if abuse has taken place, but it is their responsibility to act upon and report any concerns. This document should be used as a guide for how to act within any situations where concerns arise and includes contacts for relevant other organisations where information needs to be passed on.

## Equality Foreword

*Please note that Bury Rounders is currently a Female (player) Rounders league.*

Equality in the Bury Rounders community means taking all possible steps to ensure that all our members, understand the principles of equality and embed those principles into everything they do.

Arron Lever

A handwritten signature in black ink that reads "A. Lever". The signature is written in a cursive, slightly slanted style.

Welfare Coordinator

Bury Rounders Management Committee

Bury Rounders embraces and is compliant with the requirements of the Equality Act 2010 and fully supports anti-discrimination legislation and in specifically the nine protected characteristics within the Act.

In relation to equality, Bury Rounders Aims to ensure that all people, irrespective of:

- Age
  - Disability
  - Gender Reassignment
  - Marriage & Civil Partnership
  - Pregnancy & Maternity
  - Race
  - Religion or Belief
  - Sex
  - Sexual Orientation
1. Where appropriate have an equal opportunity to take part in Rounders at all levels and roles. These are the nine 'protected characteristics' included in the Equality Act 2010.
  2. Aims to ensure that all present and potential members of Bury Rounders receive fair and equal treatment.
  3. Aims to provide Bury Rounders services in a way that is fair and equal to everyone.
  4. Aims not to disadvantage any individual by imposing conditions or requirements that cannot be fully justified.
  5. Intends to raise awareness of Equality through the communication and implementation of this policy and through the provision of training and development opportunities for staff, volunteers and members.
  6. Aims to monitor, review and evaluate progress in achieving the stated aims.

Bury Rounders will ensure that its recruitment and selection procedures are fair, equal and transparent, and comply with equal opportunities legislation.

## Principles

The Bury Rounders Equality Policy reflects the following principles:

1. An acknowledgement that discriminatory behaviour including direct discrimination, indirect discrimination, associative discrimination and discrimination by perception is against the law and will not be tolerated.
2. Harassment, bullying and victimisation will not be tolerated.

3. That every member is responsible for creating a welcoming environment for any individual wishing to take part in the sport.
4. That all individuals have the right to take part in and enjoy Rounders.
5. That equality is NOT about treating everyone the same but appropriately according to his or her needs. Steps may be taken to develop positive action to address underrepresentation by priority groups.
6. These principles will guide the work of Bury Rounders.
7. This policy will be endorsed and adopted by the Bury Rounders Management Committee and league members.

## Legal Obligations

Bury Rounders recognises its legal obligations under appropriate current legislation the most recent of which is the Equality Act 2010.

Bury Rounders will ensure its policies, procedures and activities at all times meet the requirements of the legislation.

## Complaints and Disciplinary Procedure

In pursuance of this policy, Bury Rounders reserves the right to discipline any members, volunteers or employees who practice any forms of discrimination outlined in this policy.

Disciplinary procedures will be implemented with any member where an allegation is made through a complaint or report, or where there are grounds for suspecting gross misconduct (which includes discrimination) has occurred. This action will be in accordance to the procedures outlined Rules and laws of the League/Game.

## Monitoring and Evaluation

Monitoring and evaluation of this policy and all others will be undertaken by the Bury Rounder Welfare Co-ordinator. However, if any member of Bury Rounders feels a policy should be looked in to (a head of a standard update) they must contact the Welfare Co-ordinator.

The Management Committee of Bury Rounders will be ultimately responsible for the implementation of this policy and plan.

## Appendix A

### Types of discrimination: Definitions (taken from ACAS, making reference to the changes due to the Equality Act 2010)

#### **Direct discrimination**

Direct discrimination occurs when someone is treated less favourably than another person because of a protected characteristic they have or are thought to have (see perceptive discrimination below), or because they associate with someone who has a protected characteristic (see associative discrimination below).

#### **Associative discrimination**

Already applies to race, religion or belief and sexual orientation. Now extended to cover age, disability, gender reassignment and sex. This is direct discrimination against someone because they associate with another person who possesses a protected characteristic.

#### **Perceptive discrimination**

Already applies to age, race, religion or belief and sexual orientation. Now extended to cover disability, gender reassignment and sex. This is direct discrimination against an individual because others think they possess a particular protected characteristic. It applies even if the person does not actually possess that characteristic.

#### **Indirect discrimination**

Already applies to age, race, religion or belief, sex, sexual orientation and marriage and civil partnership. Now extended to cover disability and gender reassignment.

Indirect discrimination can occur when you have a condition, rule, policy or even a practice in your company that applies to everyone but particularly disadvantages people who share a protected characteristic. Indirect discrimination can be justified if you can show that you acted reasonably in managing your business, ie that it is 'a proportionate means of achieving a legitimate aim'. A legitimate aim might be any lawful decision you make in running your business or organisation, but if there is a discriminatory effect, the sole aim of reducing costs is likely to be unlawful. Being proportionate really means being fair and reasonable, including showing that you've looked at 'less discriminatory' alternatives to any decision you make.

#### **Harassment**

Harassment is "unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual". Harassment applies to all protected characteristics except for pregnancy and

maternity and marriage and civil partnership. Employees will now be able to complain of behaviour that they find offensive even if it is not directed at them, and the complainant need not possess the relevant characteristic themselves. Employees are also protected from harassment because of perception and association.

### **Third party harassment**

Already applies to sex. Now extended to cover age, disability, gender reassignment, race, religion or belief and sexual orientation.

The Equality Act makes you potentially liable for harassment of your employees by people (third parties) who are not employees of your company, such as customers or clients. You will only be liable when harassment has occurred on at least two previous occasions, you are aware that it has taken place, and have not taken reasonable steps to prevent it from happening again.

### **Victimisation**

Victimisation occurs when an employee is treated badly because they have made or supported a complaint or raised a grievance under the Equality Act; or because they are suspected of doing so. An employee is not protected from victimisation if they have maliciously made or supported an untrue complaint.

There is no longer a need to compare treatment of a complainant with that of a person who has not made or supported a complaint under the Act.

### **The Protected Characteristics:**

- **Age**
- **Disability**
- **Gender Reassignment**
- **Marriage and Civil Partnership**
- **Pregnancy and Maternity**
- **Race**
- **Religion or Belief**
- **Sex**
- **Sexual Orientation**