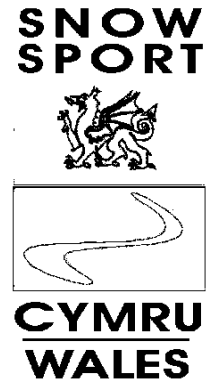


# SPORTS EQUITY

**SPORTS EQUITY 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 THAT IT BECOMES EQUALLY ACCESSIBLE TO ALL MEMBERS OF SOCIETY. THE FOLLOWING POLICY SETS OUT A NUMBER OF PROACTIVE STEPS THAT WILL BE TAKEN TO ENSURE THE PRINCIPLES OF SPORTS EQUITY ARE ADHERED TO THROUGHOUT SNOWSPORT CYMRU/WALES AND ALL ITS CONSTITUENT PARTS.**



Snowsport Cymru/Wales is fully committed to the principles of equality of opportunity and is responsible for ensuring that no member, volunteer, coach, employee or job applicant of Snowsport Cymru/Wales and its constituent parts, receives less favourable treatment on the grounds of the protected characteristics of gender, disability, race, ethnic origin, nationality, colour, parental or marital status, age, pregnancy, religious belief, social status, sexual orientation or political belief.

Snowsport Cymru/Wales will ensure that everyone who wishes to, has an equal opportunity to participate in all disciplines of snow sports at all levels and in all roles, whether as a participant, coach, manager, volunteer or official in the sport or as an employee within Snowsport Cymru/Wales and its constituent parts.

It is the aim of Snowsport Cymru/Wales to ensure that all present and future members / employees within the organisation are treated fairly and without discrimination or harassment, whether intentional or unintentional, direct or indirect.

Ensuring no-one within the organisation or using its services experiences discrimination, victimisation or harassment

- Ensuring that all workers, volunteers and management committee members receive training on issues around equality and diversity

- Broadening representation on the management committee to reflect the diversity of society
- Ensuring services take into account difference and diversity and are accessible to all who need them

Snowsport Cymru/Wales will provide appropriate training to all of its employees and representatives of the key committees, to raise awareness of both collective and individual responsibilities.

Snowsport Cymru/Wales recognises that, in some cases, to achieve the principle of equality, unequal effort is required and, if appropriate, will consider and implement positive action to tackle under representation wherever it is recognised.

Snowsport Cymru/Wales will publicise this policy to all employees, volunteers and officials through its own website. Snowsport Cymru/Wales will monitor, evaluate, review and report on its policies and procedures to all its employees, members, volunteers and officials.

Snowsport Cymru/Wales has appointed an Equity & Ethics Officer to be responsible for the implementation of the equality policy and a Director for Equality to ensure the representation and accountability for equality issues at the highest board level.

To ensure its practices are fair and equitable, Snowsport Cymru/Wales recognises and will implement its legal obligations under the following:

- Race Relations Act: 1976 - Amendment Act
- Employment Equality (sexual orientation) Regulations: 2003
- Employment Equality (religion and belief) Regulations: 2003
- Employment Equality (sex discrimination) Regulations: 2005
- Employment Equality (age) Regulations: 2006
- Equal Pay Act: 1970
- Sex Discrimination Act: 1977, 1986, 1999 and 2003
- Disability Discrimination Act: 1995 and 2005
- Disability Rights Commission Act: 1999
- Rehabilitation of Offenders Act: 1974
- Human Rights Act: 2000
- Children Act: 1989 and 2004
- Equality Act: 2006
- Equality Act 2010

Any later amendments to the above acts / regulations, or future acts / regulations that are relevant to Snowsport Cymru/Wales will also be implemented. Snowsport Cymru/Wales will seek legal advice each time the policy is reviewed to ensure compliance with the requirements of the legislation.

This is when treating someone less favourably than you would treat others in the same circumstances.

This occurs when, for example, a job requirement or condition is applied equally to all, which has a disproportionate and detrimental effect on one sex or racial group because fewer of that group can comply with it and the requirement cannot be justified in relation to the job.

This is direct discrimination against someone because they associate with another person who possesses a protected characteristic.

This is direct discrimination against an individual because others think they possess a particular protected characteristic. It applies even if the person does not possess that characteristic.

When a person is discriminated against because of a combination of two relevant protected characteristics.

Harassment can be described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be for example, of a sexual or racial nature or it may be directed towards people because of their age, their sexuality, a disability, or some other characteristic. Such behaviour is not acceptable and neither is it excused on the grounds that the harasser did not intend it.

Victimisation can be described as when one person is, for example, treated less favourably than others because he or she has taken action against Snowsport Cymru/Wales under one of the relevant acts / regulations, (as previously outlined), or has provided information about discrimination, harassment or inappropriate behaviour.

Snowsport Cymru/Wales regards any discrimination, harassment or victimisation 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.

All Snowsport Cymru/Wales recruitment and membership material shall include the equity policy statement.

This policy document will be available to all employees, members, volunteers and officials of Snowsport Cymru/Wales and its constituent parts.

All employees, members, volunteers and officials have the responsibility to respect, act in accordance with and support and promote the spirit and intentions of this policy.

Where selection is made this will be solely on the basis of relevant criteria published in advance and will be fairly and transparently administered.

Snowsport Cymru/Wales will communicate this policy to all of its employees, members, volunteers and officials using our websites and mailings. At the time of review, a mechanism will be put in place to allow all staff, members and volunteers to participate in the process of implementation.

Photographs will not be used without the prior consent of the parent/guardian if the person concerned is under sixteen.

Contact with members is via Social Media, Email, Telephone and the Snowsport Cymru/Wales website. Contact details are only used with the user's permission and no children under the age of sixteen are contacted by these methods.

Equality and diversity procedures must be monitored continually, statistical information collected and the results evaluated. Information should be collected about recruitment and about the composition of the workforce, both paid and voluntary where possible, with due consideration being given to the Data Protection Act 1998.

Monitoring the services we provide will show how effective our organisation is in meeting the needs of the community. We will do this through the use of service user questionnaires.

Snowsport Cymru/Wales will monitor and evaluate the success of the policy regularly and will review the policy at least tri-annually, but sooner should new legislation be enacted which is relevant to the policy.

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 this policy should report the incident to Snowsport Cymru/Wales's Chairman and may raise the matter through the appropriate grievance procedure. Appropriate disciplinary action will be taken against any employee, member, volunteer, affiliated club or official who violates Snowsport Cymru/Wales's equity policy. Where the violation of the equity policy by way of harassment, victimisation or discrimination amounts to a criminal offence, the appropriate authority will be informed.

Disciplinary procedures are available from Snowsport Cymru/Wales. If you have any comments or questions surrounding the policy please contact [info@snowsportwales.net](mailto:info@snowsportwales.net)