

**Badminton Wales
Sport Wales National Centre
Sophia Gardens
Cardiff
CF11 9SW**

Equality & Diversity Policy

Approved By: Equality Champion

Title: Board of Directors

Issue Date: Sept 2015

Updated: December 2019

Review Date: December 2022

Table of Contents

1.0	Statement of Intent.....	3
2.0	Purpose of the Policy.....	3
3.0	Actions	3
4.0	Legal Requirements.....	4
5.0	Discrimination, harassment and victimisation.....	4
6.0	Responsibility, implementation and communication	5
7.0	Monitoring and Evaluation	6
8.0	Disciplinary and Grievance Procedures.....	7
9.0	Spectator and Third Party Complaints.....	7

1.0 Statement of Intent

- 1.1 Badminton Wales endorses the principle of Sports Equality and will strive to ensure that everyone who wishes to be involved in badminton whether as members, squad members, volunteers, coaches, office-bearers in clubs or staff members working within Badminton Wales:
- has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities regardless of their age, sex, sexual orientation, race, religion or belief, marital or civil partnership, or, pregnancy or maternity status whether or not they have a disability or are transitioning from one gender to another (Equality Act 2010).
 - can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to enjoy their sport without the threat of intimidation, victimisation, harassment or abuse.

2.0 Purpose of the Policy

- 2.1 Badminton Wales recognises that certain sections of the community have been affected by past discrimination and may be denied the opportunity to participate equally and fully in sport at all levels.
- 2.2 This policy has been produced to prevent/tackle any potential/current discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against its members, squad members, volunteers, coaches, office-bearers in clubs, staff members and spectators.

3.0 Actions

- 3.1 The principle of Sports Equality goes further than simply complying with legislation. It entails taking positive steps to counteract the effects of physical or cultural barriers – whether real or perceived – that restrict the opportunity for all sections of the community to participate equally and fully.
- 3.2 Badminton Wales recognises that, in some cases, to achieve the principle of equality, unequal effort is required and, if appropriate, will consider positive action. Badminton Wales will therefore seek to institute, support or contribute to appropriate measures or initiatives that enable access to badminton and participation in associated activities by people from any group that is under-represented in the sport or has difficulty accessing it.

4.0 Legal Requirements

- 4.1 Badminton Wales is committed to avoiding and eliminating unfair discrimination of any kind in badminton and will under no circumstances condone unlawful discriminatory practices.
- 4.2 Badminton Wales is required by law not to discriminate against its employees and recognises its legal obligations under, and will abide by the requirements of the following:
- Equality Act 2010
 - Gender Recognition Act 2015
 - Any later amendments to the above Acts/regulations, or future Acts/regulations that are relevant to Badminton Wales.
- 4.3 Badminton Wales would ensure updates from Sport Wales regarding equality legislation would be added to remain compliant. Badminton Wales would seek legal advice each time the Equality Policy is reviewed to ensure it continues to comply with all legislation requirements.

5.0 Discrimination, harassment and victimisation

- 5.1 Discrimination can take the following forms:

5.1.1 **Direct Discrimination** - Direct discrimination can be described as less favourable treatment on the grounds of one of the protected characteristics. Other forms of direct discrimination are **Associative Discrimination** and **Perceptive Discrimination**.

Associative Discrimination occurs when someone is treated less favourably because they associate with another person who possesses a protected characteristic.

Perceptive Discrimination occurs when someone is treated less favourably because others think they possess a particular protected characteristic. It applies even if the person does not actually possess the characteristic.

5.1.2 **Indirect Discrimination** - Indirect discrimination occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons.

5.1.3 When decisions are made about an individual, the only personal characteristics taken into account will be those which, as well as being consistent with relevant legislation, are necessary to the proper performance of the work involved.

- 5.2 **Harassment** - Harassment is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person. Badminton Wales is committed to ensuring that its employees, members, participant, volunteers and spectators are able to conduct their activities free from harassment or intimidation.
- 5.3 **Victimisation** - It is unlawful to treat a person less favourably because he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so. To do so would constitute victimisation.
- 5.4 **Bullying** - Bullying is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual.
- 5.5 Badminton Wales regards discrimination, harassment, victimisation or bullying as described above, 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.

6.0 **Responsibility, implementation and communication**

- 6.1 The following responsibilities will apply:
- 6.1.1 The Board is responsible for ensuring that this Equality Policy is followed and to deal with any actual or potential breaches.
 - 6.1.2 The Chairman in consultation with the Director of Equality, has the overall responsibility for the implementation of the Equality Policy, whilst the CEO is responsible for ensuring the Policy is delivered on a day to day basis.
 - 6.1.3 All employees, volunteers and members have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy and, where appropriate, individual work programmes will be amended to include equality related tasks.
- 6.2 This Equality Policy will be implemented immediately following Board agreement and, at a corporate level, will result in the following:



- 6.2.1 A copy of this document will be available to all staff (both permanent and contract), members and volunteers of Badminton Wales.
 - 6.2.2 Badminton Wales will take all necessary measures to ensure that its employment practices are non-discriminatory.
 - 6.2.3 No job applicant will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unfair discrimination.
 - 6.2.4 A planned approach will be adopted to eliminate barriers which discriminate.
 - 6.2.5 Ensure that consultants and advisers used by Badminton Wales can demonstrate their commitment to the principles and practice of equity and that they abide by this policy.
- 6.3 This Equality Policy will be communicated in the following ways:
- 6.3.1 It will be part of the staff handbook and reference will be made to it in any codes of conduct.
 - 6.3.2 It will be covered in all staff and volunteer induction training.
 - 6.3.3 All members will be made aware of the policy's existence when they join.
 - 6.3.4 It will be available on the website.
 - 6.3.5 At time of review, a mechanism will be put in place to allow all staff, members and volunteers to be part of the process.
- 7.0 Monitoring and Evaluation**
- 7.1 Once approved, the policy will apply for 3 years before a formal review takes place, unless any proposal to the Board, or legislation change, requires an interim review and/or amendment.
 - 7.2 The Board will review all Badminton Wales activities and initiatives against the aims of the policy on an annual basis, and the Chairman will report formally on this issue at the AGM.
 - 7.3 On an annual basis, statistical information gathered through the membership database in the form of a survey will be produced by the Chairman for the Board, and will be published internally and externally, to show the impact of this policy.

8.0 Disciplinary and Grievance Procedures

- 8.1 To safeguard individual rights under the policy, an employee, volunteer or member who believes he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the disciplinary procedure. (Badminton Wales' Disciplinary Procedure can be found on the Badminton Wales website- [Disciplinary Policy](#)).
- 8.2 Appropriate disciplinary action will be taken against any employee, volunteer or member who violates Badminton Wales Equality Policy.
- 8.3 An individual may raise any grievance and no employee, volunteer or member will be penalised for doing so unless it is untrue and not made in good faith.
- 8.4 As with all disciplinary procedures, the final point of appeal relating to this policy is the Board appeals committee.

9.0 Spectator and Third-Party Complaints

- 9.1 Badminton Wales' Disciplinary Procedure provides a detailed guide to the process of raising concerns or making a complaint of bullying, harassment, victimisation and discrimination. Concerns can be raised whether you are personally affected by the unwanted actions or as a third party witnessing bullying, harassment, victimisation and discrimination.