



SASSOT Equality Policy

Feb 2018

1. Statement of Commitment to Equality

Sport Across Staffordshire and Stoke on Trent (SASSOT) is committed to working proactively to ensure access to physical activity sport across the County for anyone, regardless of individual circumstance or background. SASSOT is fully committed to the principles of equal opportunities and will work towards eliminating unlawful discrimination, harassment and victimisation on the grounds of the following characteristics:

- Age
- Race
- Religion/Belief
- Disability
- Gender
- Gender Reassignment
- Sexual Orientation
- Pregnancy & Maternity
- Marriage & Civil Partnership

We will address barriers to participation and promote positive actions to help individuals and/or groups who share one or more protected characteristics to have the opportunity to participate in their chosen activities. In order to achieve this we will produce and implement a robust equality action plan.

2. Aims of Policy

This policy explains our duty under the Equality Act 2010, which provides a cross-cutting legislative framework to protect the rights of individuals, and to advance equality of opportunity for all.

This Policy has been produced to try to prevent and address any unlawful discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect that may lead to individuals being excluded from sport and physical activities.

We aim to:

- A. Influence partners to commit to the principles and practices set out in this policy, with the aim of supporting access to sport and physical activity for all participants
- B. Address issues of discrimination, harassment and victimisation
- C. Advance equality of opportunity for persons who share a relevant protected characteristic

- D. Ensure that the consideration of equality issues has influenced our decisions. This includes how we develop and evaluate policy, how we design, deliver and evaluate services, and how we procure from others.

This policy aims to be clear about our equality duty, in support of our vision, mission, and values as set out in our Corporate Strategy.



3. Putting Policy into Practice

SASSOT will engage in a range of activities in order to translate our commitment to equality into practice and to meet our legal duties.

As a strategic leader we will:

- Strategically influence key partners to embed equality and diversity outcomes across their sport and physical activity planning, delivery and monitoring.
- Promote good relations between stakeholders in our communications and address negative stereotyping of any groups.

- Promote equality and diversity understanding and awareness with all key partners and across the sport and physical activity delivery landscape.
- Encourage board members and senior managers to demonstrate personal leadership in equality and inclusion.

As a service provider we will:

- Deliver services that are accessible to all and that are tailored to the diverse and individual needs of our communities
- Obtain up to date equality information and data and use it intelligently to inform priorities and policies as well as target interventions and resources.
- Ensure that equality is a key way of delivering greater social value through relevant programmes and initiatives
- Ensure our work reflects the views of local people by consulting and engaging with all groups in our community especially those representing marginalised or disadvantaged groups or where involvement is low.

As an employer we will:

- As a hosted organisation we will adopt human resources policies and practices provided by Stafford Borough Council whom ensure that they are inclusive and accessible for all staff with 'protected characteristics'.
- Ensure that we have a representative workforce that has received appropriate equality and diversity training to enable them to manage and/or work within a diverse workforce.
- Address any unfair treatment in the workplace relating to any of the 'protected characteristics'.

4. Legal Requirements

SASSOT recognises its statutory equality duties under legislation (Equality Act 2010 and any other equivalent legislation) in terms of service provision and employment and is committed to meet them by complying with this policy.

SASSOT recognises discrimination, harassment, bullying and victimisation as unacceptable and will proactively eliminate such behaviour.

SASSOT recognises the responsibility to make reasonable adjustments relevant to the protected characteristics to enable individuals to participate more fully.

SASSOT will seek advice each time this policy is reviewed to ensure that it continues to reflect the current legal framework and good practice.

5. Types of Unlawful Discrimination

SASSOT recognises that unlawful discrimination can take a variety of forms:

- **Direct Discrimination:** is where a person is treated less favourably than another because of a protected characteristic.
- **Indirect Discrimination:** occurs when a provision, criterion or practice is applied equally to all, which has a discriminatory effect in relation to individuals who have a relevant protected characteristic, because fewer individuals can comply with it and the requirement cannot be justified as a proportionate means of achieving a legitimate aim. 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.
- **Harassment:** is where there is unwanted conduct related to one of the protected characteristics (other than marriage and civil partnership, and pregnancy and maternity) that has the purpose or effect of violating a person's dignity; or creating an intimidating, hostile, degrading, humiliating or offensive environment. It does not matter whether or not this effect was intended by the person responsible for the conduct.
- **Associative discrimination:** is where an individual is directly discriminated against or harassed for association with another individual who has a protected characteristic (apart from harassment because of marriage or civil partnership, and pregnancy and maternity).
- **Perceptive discrimination:** is where an individual is directly discriminated against or harassed based on a perception that he or she has a particular protected characteristic when he or she does not, in fact, have that protected characteristic (apart from marriage and civil partnership, and pregnancy and maternity).
- **Third-party harassment:** occurs where an employee is harassed and the harassment is related to a protected characteristic (other than marriage and civil partnership, and pregnancy and maternity), by third parties.

6. Roles & Responsibilities

SASSOT's Board and Strategic Leads are responsible for providing leadership in the implementation of this policy and for ensuring that service planning, delivery and monitoring take account of equality. However, all staff have a responsibility for the implementation of this policy and will be adequately equipped to do so through appropriate training.

Roles & Responsibilities	
Board Members To....	<ul style="list-style-type: none"> • Implement the Diversity In Governance and Leadership action plan • Provide leadership and accountability on equality and inclusion • Ensure that the consideration of equality issues has influenced our decisions • Ensuring representation of priority groups on the board
Director & Equality Lead To.....	<ul style="list-style-type: none"> • Lead on defining the equality and inclusion objectives for SASSOT • Influencing the best use of resources to address inequalities in participation and provision • Ensure that we meet our regulatory and legislative obligations • Influencing partners and policy and strategic level • Ensure that we have a representative workforce, taking steps to address under-representation where it exists
Core Team To.....	<ul style="list-style-type: none"> • Securing and committing resources to achieving equality in service planning and delivery • Integrating equality and inclusion objectives into core work areas, programmes and performance monitoring • Promoting innovative schemes to encourage priority groups to participate • Provide support and advice to enable partners to embed equality and inclusion good practice
Stafford Borough Council To.....	<ul style="list-style-type: none"> • Ensure all current and future employees receive fair and equal treatment through personnel, policies and practices

7. Action

SASSOT will produce, maintain and monitor an Equality Action Plan to ensure the objectives of this Equality Policy are consistently delivered throughout all areas of the organisation.

SASSOT also recognises that, in some cases, to further the principle of equality, an unequal distribution of resources may be required. SASSOT will consider positive action to assist any group with a protected characteristic that is currently underrepresented.

8. Useful Contacts

Sport Across Staffordshire & Stoke On Trent

Stafford Borough Council
Civic Centre, Riverside, Stafford ST16 3AQ
Tel: (01785) 619349
www.sportacrossstaffordshire.co.uk

Sport England

3rd Floor Victoria House
Bloomsbury Square London WC1B 4SE
Tel: 08458 508508
www.sportengland.org

English Federation of Disability Sport

SportPark- Loughborough University
3 Oakwood Drive Loughborough Leicestershire LE11 3QF
Tel: 01509 227750
www.efds.co.uk

Sporting Equals

1301 Stratford Road Hall Green Birmingham B28 9HH
Tel: 0121 777 1375
Email: info@sportingequals.org.uk
www.sportingequals.org.uk

Women In Sport

House of Sport
4th Floor, 190 Dover Street, London, SE1 4YB
Tel: 020 3137 6263
Email: info@womeninsport.org
www.womeninsport.org

This document will be made available on SASSOT website:
<http://sportacrossstaffordshire.co.uk/developing-sport/inclusion>