

BRITISH WATER SKI - EQUITY POLICY

At its meeting in May 2006 the British Water Ski Management Committee approved a new and updated Equity Policy which is reproduced below. This revised policy is a step towards achieving the standards set out in "The Equality Standard: A Framework for Sport" and reinforces the belief that Water Skiing is a sport that is open to all. We ask that its principles are adopted by all our affiliated clubs and members.



> 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 document sets out a number of proactive steps that will be taken to ensure the principles of sports equity are adhered to throughout British Water Ski.

> EQUITY POLICY STATEMENT

British Water Ski is fully committed to the principles of equality of opportunity and is responsible for ensuring that no member, volunteer, employee or job applicant receives less favourable treatment on the grounds of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, pregnancy, religious belief, social status, sexual orientation or political belief.

British Water Ski will ensure that everyone who wishes has an equal opportunity to participate in all disciplines of the sport of water skiing at all levels and in all roles, whether as a beginner, participant, performer, or as a coach, manager, employee, administrator, volunteer or official.

> PURPOSE

It is the aim of British Water Ski to ensure that all present/future members/employees are treated fairly and without discrimination or harassment, whether intentional or unintentional, direct or indirect.

> COMMITMENT TO ACTION

- British Water Ski will display its commitment to Sports Equity through the implementation of its equity action plan as contained in its Whole Sport Plan 2005 - 2009.
- Equity will be in all areas of the organisation which will be implemented in the equity action plan.
- The equity action plan which is incorporated within the Whole Sport Plan will be reviewed on an annual basis.
- British Water Ski is committed to the Equality Standard and working to achieve the Foundation levels of the standard in 2006.
- British Water Ski will provide appropriate training to all of its employees, the Management Committee its affiliated clubs and ski schools and other key volunteers to raise awareness of both collective and individual responsibilities.
- British Water Ski 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.

- British Water Ski will publicise this policy and the equity action plan to all employees, members, volunteers and officials through its website, club mailings and magazine.
- British Water Ski will monitor, evaluate, review and report on its policies and procedures to all its employees, members, volunteers and officials.

> LEGAL REQUIREMENTS

To ensure its practices are fair and equitable British Water Ski recognises and will implement its legal obligations under the following:

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

> DISCRIMINATION/ HARASSMENT & VICTIMISATION

Discrimination can take the form of any of the following examples, but is not necessarily restricted to only those examples:

> DIRECT DISCRIMINATION

Treating someone less favourably than you would treat others in the same circumstances on the grounds of their age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, pregnancy, religious belief, social status, sexual orientation or political belief.

> INDIRECT DISCRIMINATION

This occurs when for example a job requirement or condition is applied equally to all, which has 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.

> HARASSMENT

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

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

British Water Ski regards 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.

> IMPLEMENTATION

All British Water Ski recruitment and membership material shall include the equity policy statement.

This policy document will be available to all employees, members, volunteers and officials.

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

British Water Ski has empowered a designated person within the association to oversee the implementation of this policy who will monitor and evaluate its effectiveness.

> COMMUNICATION

British Water Ski will communicate this policy to all its employees, members, volunteers, officials, affiliated clubs and ski schools, using its website, club mailings and magazine.

At time of review, a mechanism will be put in place to allow all staff, members and volunteers to be part of the process.

> MONITORING & EVALUATION

British Water Ski will monitor and evaluate the success of the policy regularly and will review the policy annually. The policy will be valid for the duration of the Whole Sport Plan (2005 -2009).

The equity action plan will be reviewed by the Equity Working Group of the Association with the responsibility for its implementation on an annual basis being vested in the Management Committee.

> COMPLAINTS & DISCIPLINARY

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 may raise the matter through the appropriate grievance procedure.

Appropriate disciplinary action will be taken against any employee, member, volunteer, affiliated ski school or club or official who violates the association'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 British Water Ski.

> EQUITY PLANS

- The equity action plan is available from British Water Ski.
- British Water Ski - May 2006