

Equality and Diversity Policy

Active Lincolnshire is committed to eliminating discrimination and promoting diversity and inclusion within our workforce, in the partnerships we support and in the development and delivery of high quality physical activity and sports opportunities. We oppose all forms of unlawful and unfair discrimination, harassment, bullying and victimisation. We recognise our legal obligations and will abide by the requirements of all relevant legislation.

1. Direct discrimination
2. Indirect discrimination
3. Victimisation
4. Harassment
5. Associative discrimination
6. Discrimination by perception

Together these are the six types of discrimination

The purpose of this policy is to provide equality and fairness for those in our employment (including our Board of Non-Executive Directors) and all those we work with and ensure they are not unlawfully discriminated against because of:

- 1 Age
- 2 Disability
- 3 Gender reassignment
- 4 Marriage and civil partnership
- 5 Pregnancy and maternity
- 6 Race including ethnic origin, colour & nationality
- 7 Religion or belief
- 8 Sex
- 9 Sexual orientation

These are the protected characteristics taken from the Equality Act 2010

Our aim is that we will actively work to try to make our workforce truly representative of all sections of society and those we engage with and that everyone feels respected and able to give their best.

All employees, whether part-time, full-time, temporary or volunteers, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop to their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Our commitment is to:

- Create a working environment that promotes dignity and respect for all
- Become a responsible employer by striving to ensure we achieve a workforce, which is representative of Lincolnshire's population. We will

set annual equity targets based on the population of the area that will be monitored and reviewed.

- A programme of practical action to ensure that no one using our services, applying for a job, or being employed will be treated less favourably than any other individual by any form of discrimination. Our aim is to ensure fair access for all to the opportunities we offer. We recognise that we have a duty to make reasonable adjustments for people with a disability.
- Create an environment in which individual differences and the contributions of all our staff, sportsmen, sportswomen and volunteers are recognised and valued
- Ensure that our services we deliver, commission or work in partnership on are appropriate and accessible. We will strive to develop a positive working relationship with all sections of the community and seek their views on the development of programmes.
- Work to ensure that all promotional material will be a reflection of, and accessible as much as possible to the local population.
- Encourage partner organisations, members, and suppliers to demonstrate their commitment to the principals and practice of equality
- Develop programmes and implement them to help people realise their true potential by ensuring that training, development and progression opportunities are available to all
- Regularly review all our practices, policies and procedures to ensure fairness in our day to day work
- Help staff to understand this Policy, their responsibilities for its implementation and that breaches of this policy will be regarded as misconduct and could lead to disciplinary proceedings
- Monitor this policy and review it every three years or when new legislation requires changes. Each time the policy is reviewed, the Board will be consulted
- Take all complaints seriously and if necessary take appropriate measures against any employee, volunteer or stakeholder who unlawfully discriminates against, harasses, bullies or victimises any other person.

This policy is agreed and endorsed by Active Lincolnshire's Board and is available on our website. We recognise that equality in the workplace and our day-to-day practice is not only good management but makes sound business sense.

The Chief Executive Officer has overall responsibility for the implementation of this equality policy with all staff across the business. The Project Lead for Equality & Diversity having the day to day responsibility for the implementation of the policy and supporting staff, volunteers and associates. Equality will be an agenda item at all Board meetings.

For any questions about this policy refer to the Project Lead for Equality & Diversity.

Notes:

Definitions of discrimination:

1.1 Unlawful discrimination can take the following forms:

- **Direct Discrimination:** treating someone less favourably than you would treat others because of a Protected Characteristic.
- **Indirect Discrimination:** applying a rule to everyone that affects people with protected characteristics more than others.
- **Victimisation:** Treating someone badly because they've made a complaint or helped to support one.
- **Harassment:** Behaving in a way the recipient finds offensive or degrading (personal insults, offensive jokes, unwanted physical contact, bullying, etc.).
- **Associative discrimination:** treating someone less favourably because they are associated with someone who has a protected characteristic.
- **Discrimination by perception:** Treating someone less favourably because you think they have a protected characteristic

2.1 In Addition to the Equality Act 2010

- **Harassment Act 1997:** engaging in unwanted conduct, stalking, alarming the person or causing the person distress

Bullying is covered under harassment law and refers to the misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence.