

TYNE & WEAR SPORT - EQUITY POLICY STATEMENT



Tyne & Wear Sport (TWS) exists to influence and work with partner organisations and stakeholders to advocate, guide and shape sports policy, practice and culture to strive for equality of access and opportunity for all. We are committed to ensuring that everyone has an equal chance to participate in sport and physical activity if they choose to do so, and no one is discriminated against for any reasons, whether due to gender, race, disability, age, religion, politics, sexual orientation or social background.

The TWS Equity Policy Statement sets out our belief and commitment to equality within the structure, systems, strategies and programmes of the organisation. We are committed to equality and will operate within a culture and structure that recognises diversity and strives to be fair.

In pursuing this policy, TWS will fulfill the requirements of:

- The Equal Pay Act 1970
- The Sex Discrimination Act 1975 (as amended in 1986 and 1999)
- The Race Relations Act 1976 (as amended in 2000)
- The Disability Discrimination Act 1995 (as amended in 2005)
- The Human Rights Act 1998
- The Employment Equality (Religion of Belief) Regulations 2003
- The Employment Equality (Sexual Orientation) Regulations 2003
- The Gender Recognition Act 2004
- The Civil Partnership Act 2005
- The Disability Discrimination Act 2005
- The Employment Equality (Age) Regulations 2006

Together with any amendments to the above or new legislation.

The Tyne & Wear Sport Partnership are committed to the principles within this Equity Policy Statement, which relate specifically to sport and physical activity. Many of the partners will also have their own relevant policies and procedures that they will adhere to, and the Tyne & Wear Sport Core Team will follow those of their host organisation, Sunderland City Council.

WHAT IS SPORTS EQUITY?

- Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them.
- Sports equity is about changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society whatever their age, ability, gender, race, ethnicity, sexual orientation, religious beliefs or socio-economic status.

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- Sports equity is about making sure that everyone can realise their talent and fulfil their potential.
- Sports equity is about using the power of sport to engage, unite and motivate people, promote social inclusion and improve health.
- Sports equity is about individuals' responsibility to challenge discriminatory practice and promote inclusion.

TYNE & WEAR SPORTS PARTNERSHIP'S EQUITY POLICY OBJECTIVES

Strategic Role

TWS will;

- Ensure that equality is given due regard from the outset of development of all its policies and programmes, and will ensure that the principles of equality and inclusion are understood by all its staff, board members, partners and stakeholders.
- Seek to be an example of best equality practice in terms of its policies, human resource management, strategic and people development.
- Ensure that it is the responsibility of every staff member, board member and volunteer to implement the TWS Equity Policy and to challenge and change discriminatory practice or behaviour.
- Work towards achieving the Equality Standard for Sport.
- Encourage and enable partners and stakeholders to deliver activities that meet the needs of different communities and groups across Tyne & Wear.
- Be committed to widening the base of those involved with the organisation and take positive steps to ensure that staff, board members, partners and stakeholders reflect the community they serve.
- Ensure that the status, emphasis, and commitment to sports equity permeates the whole organisation.
- TWS is committed to widening the traditional approach of sports equity, as informed by the Sports Equity Index, to focus on communities experiencing disadvantage, poverty and health inequalities.

Management practice

TWS will:

- Ensure that the commitment, accountability and responsibility for equality is firmly placed at the most senior levels within the organisation with lead responsibility held by the Executive Director and Chair of the partnership.

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- Operate transparent, open and equitable recruitment practices that safeguard against unfair or unlawful discrimination (See Recruitment Policy).
- Work with Equity Partners to ensure staff and volunteers develop a greater awareness and understanding of diversity.
- Although the Disability Discrimination Act (DDA) relates to employers with 15 employees or more, TWS will work to achieve the requirements under the DDA as a commitment to best practice.
- Update its policy to deliver progressive best practice and comply with new legislation and guidance.
- Ensure that a robust monitoring and evaluation framework is in place that will provide managers with the information to identify gaps and areas of inconsistency.

Employment

TWS will:

- Work towards having a workforce that is representative of the communities it serves. Where gaps are identified, positive action programmes will support this policy.
- Continue to operate transparent, open and equitable recruitment and selection policies to safeguard against unfair and unlawful discrimination.
- Adopt employment conditions and practices that ensure fair treatment for all staff.
- Ensure that sports equity and equality in employment is central to the training and development of all staff.
- Incorporate within its performance management systems a requirement to include equity objectives and improvement targets in all individuals' performance objectives.
- Ensure that policies and procedures are in place to prevent, and deal with, harassment and discrimination in the workplace.

Service and programmes

TWS will:

- Ensure that sports equity is paramount at the outset in the development of all the sports programmes it supports and funds.
- Ensure that all the sporting organisations that receive support adopt appropriate equity policies and procedures.
- Work closely with our key partners to promote the importance of sports equity, and identify and share good practice.

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- Continue to work with the media to promote equality of sports coverage and the promotion of positive role models and images across all priority groups.

Communication

TWS will:

- Work closely with its key partners to promote the importance of sports equity, and will identify and share information on relevant developments in legislation and good practice.
- Strengthen its existing communication network to ensure that all partners are kept fully informed of developments in sports equity.
- Work with partner organisations and the media to promote equality of sports coverage and the promotion of positive role models and images across all priority groups.
- Ensure that this sports equity policy and the organisation's commitment to it is communicated to all staff, board members, infrastructure posts, partners and stakeholders.

What we can do

- Respect difference and treat people with fairness and dignity.
- Make sure that our official practices and procedures are non discriminatory.
- Actively encourage *inclusion* in the work that we do.

Supporting the sports equity policy

TWS is committed to the production of a detailed equity strategy and implementation plan that will drive this agenda. The strategy and plan will be produced and circulated following the publication of this policy, and it will incorporate all key partners and agencies.