



**NORTH STAFFS**



**CLUB LTD**

# North Staffs Ski Club Diversity and Inclusion Policy

2024

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# NORTH STAFFS SKI CLUB DIVERSITY AND INCLUSION POLICY

This document is based on guidance from Snowsport England

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## INTRODUCTION

This policy reflects the provisions of the Equality Act 2010. The Act harmonises, simplifies and replaces previous equalities legislation such as Race Relations Act 1976 & Disability Discrimination Act 1995 into one Act1 . This policy also reflects the relevant requirements within A Code for Sports Governance.

North Staffs Ski Club (NSSC) is committed to ensuring that we are a sport which is inclusive and welcoming of diversity. We wish to ensure that everyone has a genuine and equal opportunity to participate in NSSC at all levels and in all roles. We aim to create an environment in which all individuals can make the best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit. NSSC is committed to avoiding unlawful discrimination to those involved with it.

This policy applies to all NSSC instructors, volunteers, members & committee members which for the purposes of this policy are referred to as ‘individuals’.

## INTENT

NSSC commits to promoting positive and inclusive. All reasonable steps will be taken to ensure that Instructors, volunteers, members and committee members are committed to this policy. NSSC will ensure that no one receives less favourable treatment on the grounds of any protected characteristic. NSSC will work to ensure that there will be open access to all those who wish to participate in the sport and that they are treated fairly. NSSC is committed to ensuring that all individuals are able to conduct their Snowsport related activities free from bullying and harassment and has implemented a policy for dealing with such matters (see Anti Bullying policy)

## EQUALITY & DIVERSITY

Equality is about making sure people are treated fairly and with respect, it is not about treating everyone in exactly the same way

Diversity is about recognising, valuing and welcoming difference and acknowledging that individuals have different needs which can be met in different ways

The Equality Act and hence this policy covers the following nine protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic/national origin)
- Religion or belief (including no religion)
- Sex (male / female)
- Sexual orientation (bisexual, gay, lesbian, heterosexual)

NSSC is committed to sports equality which is about:

- Fairness in sport
- Equality of access
- Recognising differences and taking steps to meet them
- Changing the culture and structure of sport to ensure it becomes equally accessible to all members of society
- Making sure all individuals can realise their talent and fulfil their potential

## DISCRIMINATION

Discrimination can present itself in different guises including verbal, physical or online and Under the Equality Act types of discrimination are classified as follows:

### DIRECT DISCRIMINATION

Direct discrimination occurs when someone is treated less favourably than another person:

- Because of a protected characteristic they have OR
- Because of a protected characteristic they are thought to have (see 4.4 Discrimination by Perception)
- Because they associate with someone who has a protected characteristic (see 4.3 Discrimination by Association).

### INDIRECT DISCRIMINATION

Indirect discrimination can occur when there is a condition, rule or practice which applies to everyone but particularly disadvantages people who share a protected characteristic. Indirect discrimination can be justified if the action(s) undertaken are reasonable in order to achieve a legitimate aim

### DISCRIMINATION BY ASSOCIATION

Discrimination by association is direct discrimination against someone because they associate with another person who possesses a protected characteristic.

## DISCRIMINATION BY PERCEPTION

Perception discrimination is direct discrimination against an individual because others think they possess a particular protected characteristic, even if they don't actually possess it or if the perception was mistaken

## HARASSMENT

Harassment is defined as 'unwanted conduct related to a relevant protected characteristic which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual' Harassment applies to all protected characteristics except for pregnancy and maternity, marriage and civil partnership. It also covers harassment because of 'perception' and 'association'. It also includes the right for individuals to raise an issue that they find offensive even if it is not directed at them.

Harassment is further dealt with in the Anti Bullying and Harassment.

## THIRD PARTY HARASSMENT

Third party harassment relates to actions carried out by non NSSC individuals such as members parents and friends, clients, contractors etc. NSSC will investigate any report or complaint of third party harassment and will take all reasonable steps to prevent it from happening again (see Anti Bullying)

## VICTIMISATION

Victimisation is illegal and is when an individual is treated badly because they have made or supported a complaint/grievance about discrimination or harassment under the Equality Act, or are suspected of either making or supporting such a complaint/grievance. An individual is not protected from victimisation if he/she acted maliciously, or made or supported an untrue complaint.

## IMPLEMENTATION

NSSC will make available on its website a copy of this policy which outlines that all individuals have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of this policy

NSSC will ensure that this policy is an integral part of the recruitment, induction and on-going training for all employees

All requests for reasonable adjustments will be accommodated wherever possible.

## INDIVIDUAL'S RESPONSIBILITIES

Individuals must not discriminate against or harass any other individual in the course of their duties and are required to assist NSSC to meet its commitment to this policy including the implementation requirements above. Individuals can be held personally liable, for any act of unlawful discrimination.

Individuals who commit serious acts of harassment may be guilty of a criminal offence as well as gross misconduct.