

**EQUITY POLICY**

1st edition — October 2019

**Introduction**

**1.** Cardiff Athletics believes that equity is a broader concept than equality. It is not just about equal numbers, but is concerned more with fairness, justice, inclusion and respect for diversity. Sports equity is about making sure that everyone has an equal chance to participate in and contribute to sport or physical recreation if they choose to do so, and that no one is discriminated against unfairly for any reason, including - but not limited to - gender, race, disability, age, religious or political belief, sexual orientation, social background, ethnic origin, language, marital or civil partnership status or pregnancy. Sports equity is also about recognising and acknowledging that inequalities do exist between people in sport, taking positive and proactive steps to overcome these inequalities, and thus making sure that any barriers standing in the way of people who are traditionally not involved in sport and physical recreation are removed. Ensuring equity may require the unequal allocation or reallocation of resources and entitlements in order to overcome previous inequalities or discrimination.

**2.** Cardiff Athletics is absolutely committed to promoting and achieving equity, and to ensuring that unfair discrimination is eliminated. Discrimination on grounds such as those listed in paragraph one will not be tolerated within the club.

**Statement of Intent**

**3.** Cardiff Athletics will ensure that equity and the needs of the diverse Club population are given due regard from the outset of development of all its policies, programmes and services.

**4.** Cardiff Athletics will address any form of discrimination that occurs within the organisation.

**5.** Cardiff Athletics will continue to comply with its statutory and legislative obligations [[1]](#footnote-1) to eliminate discrimination and increase equity in sport and physical recreation and will ensure that it remains informed of new developments in terms of anti-discrimination and equalities legislation. As such, Cardiff Athletics will ensure that it takes steps to promote gender equality, racial equality and disability equality in line with its legislative requirements. This will include the publication of an action plan that sets out how the duties contained within these pieces of legislation will be met.

**Cardiff Athletics Commitments**

**Accountability for Equity**

**6.** Cardiff Athletics will ensure that commitment and responsibility for equity is placed firmly at the most senior levels in the Club. Cardiff Athletics Chair is responsible and accountable for equity within Cardiff Athletics.

**Staff Time and Resources**

**7.** The responsibility for the day-to-day management of the Ethics programme will be handled by the Club Manager and the Directors and Management Committee will oversee the implementation of this policy and the development and delivery of an Equity Strategy.

**8.**  Cardiff Athletics will invest in initiatives, programmes and infrastructure (physical and human) that positively impact on the participation and inclusion of under-represented groups in sport and will continue to target investment at particular aspects of equity in sport.

**Employment**

**9.** Cardiff Athletics is committed to be an equitable employer that recognises and encourages diversity, inclusion and respect in its workforce. It is committed to having in place employment conditions and practices that ensure all staff are treated equitably.

**10.** Cardiff Athletics will take action designed to prevent any member of the workforce suffering harassment, discrimination or victimisation. However, in the event that any instances of discrimination, harassment, bullying or victimisation do occur, robust grievance and disciplinary procedures are in place and will be firmly upheld.

**11.** Cardiff Athletics will continue to operate equitable, open and transparent recruitment and selection policies and procedures to ensure that discrimination does not occur. All staff will be appointed purely on the basis of merit and their ability to do the job in question.

**12.** Cardiff Athletics is committed to having in place a Code of Conduct that adequately reflects what is expected of Directors and Management Committee, Coaches, Team Managers and Athletes in terms of equitable conduct when carrying out their role.

**13.** Cardiff Athletics is committed to ensuring that it is equitable in its interaction with volunteers at all levels in sport.

**Training and Development**

**14.** Cardiff Athletics is committed to its staff, Coaches and Management Committee having a good understanding of the principles of equity, diversity and inclusion, in society and in sport. As such, Cardiff Athletics is committed to ensuring that its staff including Directors and Management Committee members - will receive ongoing education and training on equity and its impact on sport and physical recreation.

**Policies and Programmes**

**15.** Cardiff Athletics is committed to ensuring that equity is considered from the outset when developing new policies, programmes, services or initiatives.

**Our Members and Partners in Athletics**

**16.** Cardiff Athletics will take steps to ensure that all members and Partners in Athletics must demonstrate their commitment to equity.

**17.** Cardiff Athletics will encourage its members and partners in athletics, in all disciplines to implement the principles of the Equity Standard: A Framework for Sport and will provide advice and assistance in this area.

**18.** Cardiff Athletics will promote examples of good practice in achieving and promoting equity in sport and physical recreation where available and will ensure the successes of our members are recognised and promoted.

**19.** Cardiff Athletics will continue to work with SportsCardiff, Sport Wales, Welsh Athletics and UKA to develop a consistent approach and standards in relation to equity in sport, and to share good practice in this area.

**Consultation and Relationships with Equity Partners**

**20.** Cardiff Athletics will continue to work with and develop relationships with its key equity partners in sport to develop programmes, policies and initiatives that are inclusive and give due regard to equity, and to share information, research and good practice.

**21.** Cardiff Athletics will begin to develop relationships with new partners in other areas of sports equity.

**Communication and Access to Information**

**22.** Cardiff Athletics will continue to work with the media to promote the successes of athletes and members from all sections of the Club and will strive to promote the successes of positive role models from under-represented groups.

**23.** Cardiff Athletics will give due regard to equity when publishing documents and images and will strive to ensure that positive images are used to reflect the demographics of Cardiff Athletics.

**24.** Cardiff Athletics will give due regard to equity and accessibility when publishing information on the website.

**25.** Cardiff Athletics will ensure that corporate publications can be made available in alternative formats and languages on request, as far as resources will reasonably allow.

**26.** Cardiff Athletics will ensure that this policy, and our commitment to equity is communicated to all staff, members and partners in athletics and physical recreation.

**27.** This equity policy will be made available on the Cardiff Athletics website.

**28.** All new staff will be directed to read this equity policy as part of their induction.

**Monitoring and Review**

**29.** The implementation of this equity policy will be monitored, and the Directors and Management Committee will have a key role in this regard.

**30.** Cardiff Athletics is committed to keeping this equity policy under review and will formally review the policy annually unless any legislative change necessitates an intern review.

**Grievances**

**31.** Any member who believes that he or she has been unfairly discriminated against, harassed, bullied or victimised by any other member of Cardiff Athletics or the Management Committee should raise the matter with the Club Manager in the first instance. If it is not appropriate to discuss the matter with the Club Manager, Members are encouraged to raise the matter with the Club Welfare Officer.

**32.** Any individual who is not a member of Cardiff Athletics who feels that he or she has suffered inequitable treatment as a result of a decision made by Cardiff Athletics should contact Welsh Athletics Compliance & Welfare Officer - email [equalityandsafeguarding@welshathletics.org](mailto:equalityandsafeguarding@welshathletics.org) or this can be obtained from the Club Manager on 07549651424.

**Further Information**

**33.** For further information about Cardiff Athletics equity policy, please contact the Club Manager at Cardiff Athletics, CISC, Cardiff, CF11 8AZ. Email [office@cardiffaac.org](mailto:office@cardiffaac.org) or call 07549651424.

**APPENDIX ONE**

**Definition of terms**

**Discrimination**

• **Direct Discrimination** **-** Where an individual or a group of people is treated less favourably than others in circumstances which are the same or not materially different. An example would be stating that only men can apply for the position of Chair in an organisation. This would constitute direct discrimination on the grounds of gender.

• **Indirect Discrimination -** Imposing requirements or conditions which appear to apply equally to all, but which in practice can be met only by certain sections of the population. Such requirements of conditions are lawful only if they can be genuinely justified in relation to the situation in question (i.e. if there is a Genuine Occupational Requirement for an individual to be from a particular group in society). An example of indirect discrimination would be imposing a requirement upon all team players to wear a particular type of clothing as part of their uniform, which may indirectly preclude some people from being able to take part, on the grounds of their religious belief.

**Diversity -**Encouraging diversity means respecting and embracing individual and community differences in society.

**Equal Opportunities** - The prevention, elimination or regulation of discrimination between people because of their sex or marital status, race, disability, age, sexual orientation, language or social origin, or because of other personal attributes including beliefs or opinions such as religious beliefs or political opinions. In practice, equal opportunities involve an organisation fulfilling its obligations in terms of equality as required by law.

**Equality** - Equality is the state of being equal. In some cases, the pursuit of equality may require unequal effort to ensure that equality is indeed achieved - hence the requirement for equity.

**Equity** - In its simplest sense, equity means fairness. It is the process of allocating or reallocating resources and entitlements fairly and without discrimination and taking steps to redress any existing inequalities or unfairness in how resources or entitlements are currently distributed. Equity in sport means applying the principles of fairness to ensure that the diverse needs of individuals in society are respected, so that all individuals have equal opportunities to participate in athletics and physical recreation and have their rights protected

**Ethics -** The systematic application of a set of moral rules, principles, values and norms.

**Harassment** - A course of action, or form of behaviour that causes repeated or persistent offence to a person or group.

**Positive action -** means taking into account that a particular group has experienced disadvantage and so targeted action is needed to support/enable the disadvantaged group and to redress an existing inequality. This may require additional effort, time or resources to be targeted at a particular group in order to achieve a level playing field. This is NOT positive discrimination, which is not legal in the UK. Positive action can only be carried out within the bounds of the appropriate legislation. Cardiff Athletics recommends obtaining legal advice before choosing to adopt positive action measures. An example of positive action would be advertising a post in media particularly aimed at women if there is clear evidence that women are under-represented in a particular role or level in that organisation.

**Positive Discrimination** - is not lawful in the UK. An example of positive discrimination would be appointing a person purely on the grounds of his or her race or gender, rather than on that person’s ability to do the job in question (unless a Genuine Occupational Requirement applies to the post).

**Victimisation** - is defined as when someone is treated oppressively in revenge, and as such is subjected to suffering or ill treatment. If a person is subjected to ill treatment as a result of raising a grievance following discrimination, this would be victimisation.

**APPENDIX TWO**

Key Equalities and Anti-Discrimination Legislation In implementing this equity policy, Cardiff Athletics will continue to comply with its legislative obligations, and will give due regard to implications arising from the following Acts of Parliament and Regulations:

• 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 (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 Employment Equality (Age) Regulations 2006

• The Gender Recognition Act 2004

• The Civil Partnership Act 2004

• The Disability Discrimination Act 2005

• The Equality Act 2006 (as amended in 2010)

• Wales Act 2017

Cardiff Athletics will also comply with any relevant new equalities and antidiscrimination legislation that comes into force before this policy is reviewed.

1. *See the annex for relevant anti-discrimination and equalities legislation affecting this policy* [↑](#footnote-ref-1)