

POL-04	EHA EQUAL OPPORTUNITIES POLICY			
Version No.:	04	Status:	Approved	
Approved Date:	May 2021	Review Due:	2 years from approval	

The England Handball Association (EHA) is responsible for setting standards and values to apply throughout handball in England at every level. Handball belongs to, and should be enjoyed by, anyone who wants to participate in it. The aim of this policy is to ensure that everyone is treated fairly and with respect and that the EHA is equally accessible to them all.

The Board of Directors [BoD] of the EHA adopts this Equal Opportunities Statement and Policy which supports our vision and values. The BoD accepts the accountability for the implementation of the policy with the Chief Executive Officer being responsible for its delivery on a day-to-day basis. The policy sets out the EHA's commitment to;

- promoting equality of opportunity;
- promoting good relations between people with diverse backgrounds and needs;
- eliminating harassment, unlawful and institutional discrimination and victimisation.

The EHA recognises that individuals and groups with one of more protected characteristics can experience inequalities in their lives, the 2010 Equality Act covers the following; ; age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation

The EHA acknowledges that institutional structures, practices and procedures can be discriminatory. We are committed to complying with all the Equality Act (2010) and subsequent equalities legislation. The company will examine the effects of legislation and directives to assess any impact on groups. Furthermore, we will not tolerate harassment, discrimination or victimisation on any grounds.

Code of Governance in Sport

As part of its commitment to meeting the requirements of the Oct 2016 Code of Governance in Sport, the EHA has a stated intention to achieve a minimum of 30% representation of each gender on its board.

Employment

All employees, and members accept their personal responsibility in the practical application of this Policy.

All appointments whether for staff or volunteers are carried out in accordance with the EHA's Fair Recruitment and Selection Procedure and those involved in staff and volunteer recruitment will be appropriately trained. All relevant aspects affecting the composition of the work / volunteer force including applications, short-listing, interviews, appointments, promotions, departures or dismissals are monitored and the information obtained is actively used to devise action plans, positive action training and other steps to promote greater equality throughout the company's work / volunteer force.

Disciplinary cases and grievances are carried out in accordance with the EHA Disciplinary Procedures and / or Employment Code of Practice and those staff / volunteers involved in hearing such cases are appropriately trained and/or experienced.

Discriminatory language and behaviour which offends or threatens colleagues or any others is not tolerated. Where it is necessary, action to deal with such instances will be taken under the EHA's disciplinary procedure.

The EHA does not tolerate inappropriate language, behaviour or violence to staff or volunteers by service users and again will take appropriate action to protect staff or volunteers if such incidents occur.

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Training

The EHA recognises the importance of developing staff or volunteers to meet the needs of a diverse range of users and to contribute fully to our corporate priorities. A wide variety of training programmes are available to staff and volunteers.

Relations with Outside Organisations/Contractors

The EHA promotes its values on equality of opportunity in its dealings with members, partners and other outside organisations, contractors, suppliers.

Communication

We aim to provide services to which all clients are entitled regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation, offending past, caring responsibilities or social class.

Consultation

Individuals and groups who represent the needs of all groups will be consulted throughout the decision making process on issues which affect them in order for the EHA to maintain up to date awareness of their needs and requirements.

Monitoring and Evaluation

This Policy will continue to be monitored and evaluated to ensure that it is kept relevant and up to date. Key information on important aspects of recruitment, employment and business operations will continue to be collated and analysed to obtain a detailed understanding of how policies and practices are working towards creating equality of opportunity. The EHA will monitor its use of services, participation, volunteer, employee and community engagement. Action will be taken to deal with any disparities that are identified.

Definitions

Direct Discrimination:

This is when a person or group is treated less favourably directly because of a personal characteristic, such as race, gender, disability, religion, age or sexual orientation. Direct discrimination is unlawful.

Indirect Discrimination:

This is where a criterion, policy, procedure, practice or condition which applies equally to everyone has the effect of disadvantaging people from a particular group and cannot be justified. Indirect discrimination is unlawful.

Institutional Discrimination:

This is where, for example, an organisations processes, procedures, attitudes, behaviours or organisational structures, through unwitting prejudice, ignorance, thoughtlessness and stereotyping, amount to less favourable treatment. Institutional discrimination is unlawful.

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Associative Discrimination:

This is discrimination against a person because they have an association with someone with a particular protected characteristic. Associative discrimination applies to all protected characteristics apart from marriage and civil partnership.

Perceptive Discrimination:

This is where a person is discriminated against because the discriminator thinks the person possesses one of the protected characteristics, even if they do not in fact do so. Perceptive discrimination applies to all protected characteristics apart from marriage and civil partnership.

Harassment:

This is unwanted conduct that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment having regard to all the circumstances and the perception of the victim; harassment can include behaviour that is offensive, frightening or in any way distressing. It may be intentional bullying which is obvious or violent, but it can also be unintentional or subtle and insidious. It may involve behaviour which may not be intended to be malicious but nevertheless is upsetting. It may be about the individual's personal identity or it may be about the identity of those with whom the individual associates. It may not be targeted at an individual(s) but consist of a general culture. Harassment is unlawful.

Victimisation:

This is when an individual is treated detrimentally because they have made a complaint or intend to make a complaint about discrimination or harassment or have given evidence or intend to give evidence relating to a complaint about discrimination or harassment. Victimisation is unlawful. If victimisation happens or if organisations fail to take reasonable steps to prevent it from happening, they may be liable and may be ordered to pay compensation.