



England Basketball Equal Opportunities & Equity Policy

1. Statement of Intent

1.1. England Basketball is fully committed to the principle of equality of opportunity and is responsible for ensuring that no job applicant, employee or volunteer receives less favourable treatment on the grounds of age, colour, disability, ethnic origin, parental or marital status, nationality, religious belief, social status and sexual preference.

1.2. EB will ensure that there will be open access to all those who wish to participate in the sport and that they are treated fairly.

2. Purpose of the Policy

2.1. EB recognises that certain sections of the community have been affected by discrimination and may be denied the opportunity to participate equally and fully in the sport at all levels.

2.2. EB will take steps to prevent discrimination or other unfair treatment for its employees, members and volunteers.

3. Legal Requirements

3.1. EB is required by law not to discriminate against its employees and recognises its legal obligations under the following Acts:

Equal Pay Act 1970
Race Relations Act 1976
Disability Discrimination Act 1995
Rehabilitation or Offenders Act 1974

4. Types of Discrimination

4.1. Discrimination can take the following forms:

4.1.1. Direct Discrimination

This means treating someone less favourably than you would treat others in the same circumstances.

4.1.2. Indirect Discrimination

This occurs when a job requirement or condition is applied equally to all, which has a disproportionate and detrimental affect on one sex or racial group because fewer of that group can comply with it and the requirement cannot be justified in relation to the job.

When decisions are made about an individual, the only personal characteristics taken into account will be those which, as well as being consistent with relevant legislation, are necessary to the proper performance of the work involved.

4.1.3. Harassment

Harassment can be described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be

of a sexual or racial nature or it may be directed towards people because of their age, their sexuality, a disability or some other characteristic. EB is committed to ensure that its employees, members and players are able to conduct their activities free from harassment or intimidation. EB regards discrimination and harassment, as described above, as serious misconduct and any employee of EB, participant or volunteer who discriminates against any other person will be liable to appropriate action (as outlined in the England Basketball Disciplinary Procedures).

4.1.4. Victimization

When someone is treated less favourably than others because he or she has taken action against EB under one of the relevant Acts (as previously outlined) or provided information about such discrimination.

5. Implementation

5.1. A copy of this document will be available to all staff, members and volunteers of EB. A copy will be made available on the official website of England Basketball at www.englishbasketball.co.uk

5.2. All employees have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy.

5.3. EB will take measures to ensure that its employment practices are non-discriminatory.

5.4. No job applicant will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unfair discrimination.

5.5. A planned approach will be adopted to eliminate barriers which discriminate.

5.6. EB will ensure that consultants and advisors used by EB can demonstrate their commitment to the principles and practice of equity.

6. Positive Action

6.1. EB may take positive action or introduce special measure for any group which is currently under-represented in its membership representative bodies or workforce.

7. Monitoring and Evaluation

7.1. EB will regularly monitor and evaluate the policy, practices, procedures and operation on an ongoing basis and will inform employees and members of its impact.

7.2. The Chief Executive has the overall responsibility for the implementation of the Equal Opportunities and Equity Policy.

7.3. The EB Board is responsible for ensuring that this Equal Opportunities and Equity Policy is followed and will deal with any actual or potential breaches.

8. Disciplinary and Grievance Procedures

8.1. To safeguard individual rights under the policy, an employee who believes he/she has suffered inequitable treatment within the scope of the policy may

raise the matter through the appropriate procedure.

8.2. Appropriate disciplinary action will be taken against any employee who violates EB's Equal Opportunities and Equity Policy.

8.3. EB will ensure that individuals feel able to raise any grievance and no employee will be penalised for doing so unless it is untrue and not made in good faith.