



Milton Keynes Angling Association

5th May 2009

Equal Opportunities Policy

Milton Keynes Angling Association is strongly committed to equal opportunities.

The Association will:

- Endeavour to ensure that its members represent a cross section of the community in which it operates and be open to for all sectors of the community irrelevant of age, gender, marital status, employment status, social class, colour, race, ethnic or national origin, religious belief or disability
- Recognises that its members and service users are all individuals with a diverse range of needs.
- Will respect diversity and will operate in a non discriminatory way towards its members and service users.
- Will provide equality of opportunity to participate in all activities so far as is legally permitted and practicable.
- Will monitor and review its policy at the AGM.

The Association will also adopt and abide to the Angling Development Board “Equality Policy for Angling”

Angling Development Board Equality Policy for Angling

Sports Equity

Sports Equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It involves changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society. The following policy document sets out a number of proactive steps that will be taken to ensure the principles of sports equity are adhered to throughout the Angling Development Board (ADB) and the National Governing Bodies of Angling in this Country, specifically, the National Federation of Anglers, National Federation of Sea Anglers and the Salmon & Trout Association.

Equity Policy Statement

The ADB is fully committed to the principles of equality of opportunity and is responsible for ensuring that no member, volunteer, coach, employee or job applicant of the ADB or any of the National Governing Bodies of Angling in this Country, receives less favourable treatment on the grounds of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status,



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pregnancy, religious belief, social status, sexual orientation or political belief. The ADB will ensure that everyone who wishes has an equal opportunity to participate in all disciplines of the sport of angling at all levels and in all roles, whether as a participant, coach, manager, volunteer or official in the sport or as an employee within the ADB or associated Governing Bodies of Angling in this country.

Purpose

It is the aim of the ADB to ensure that all present or future members/employees within the sport are treated fairly and without discrimination or harassment, whether intentional or unintentional, direct or indirect.

Commitment to Action

The ADB is committed to the Equality Standard for Sport and is working to achieve the Foundation level of the standard by March 2008, and Preliminary level by March 2009. This includes the implementation of an equity action plan, which will be reviewed on an annual basis.

The ADB will provide appropriate training to all of its employees, and representatives of the Management Committees of the National Governing Bodies of Angling in this country to raise awareness of both collective and individual responsibilities.

The ADB recognises that, in some cases, to achieve the principle of equality, unequal effort is required and, if appropriate, will consider and implement positive action to tackle under representation wherever it is recognised.

The ADB will publicise this policy and the equity action plan to all employees, members of associated bodies, volunteers and officials through its own website; and through the websites, mailings and magazines of the National Governing Bodies of Angling.

The ADB will monitor, evaluate, review and report on its policies and procedures to all its employees and the employees, members, volunteers and officials of the National Governing Bodies of Angling.

Legal Requirements

To ensure its practices are fair and equitable the ADB recognises and will implement its legal obligations under the following:

Race Relations Act: 1976 - Amendment Act 2000
Employment Equality (sexual orientation) Regulations: 2003
Employment Equality (religion and belief) Regulations: 2003
Employment Equality (sex discrimination) Regulations: 2005
Employment Equality (age) Regulations: 2006
Equal Pay Act: 1970
Sex Discrimination Act: 1977, 1986, 1999 and 2003
Disability Discrimination Act: 1995 and 2005
Disability Rights Commission Act: 1999
Rehabilitation of Offenders Act: 1974
Human Rights Act: 2000
Children Act: 1989 and 2004



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And any later amendments to the above Acts/regulations, or future Acts/regulations that are relevant to the ADB. The ADB will seek legal advice each time the policy is reviewed to ensure it continues to comply with all legislation requirements.

Discrimination, Harassment and Victimisation

Discrimination can take the form of any of the following examples, but is not necessarily restricted to only those examples:

Direct Discrimination: Treating someone less favourably than you would treat others in the same circumstances on the grounds of their age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, pregnancy, religious belief, social status, sexual orientation or political belief.

Indirect Discrimination: This occurs when for example a job requirement or condition is applied equally to all, which has disproportionate and detrimental effect 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.

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 for example 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. Such behaviour is not acceptable and neither is it excused on the grounds that the harasser did not intend it.

Victimisation: Victimisation can be described as when one person is for example treated less favourably than others because he or she has taken action against the ADB or its associated bodies under one of the relevant Acts/ regulations (as previously outlined) or provided information about discrimination, harassment or inappropriate behaviour.

The ADB regards discrimination, harassment or victimisation as serious misconduct and any employee, volunteer or member who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action.

Implementation

All ADB and National Governing Body recruitment and membership material shall include the equity policy statement.

This policy document will be available to all employees, members, volunteers and officials of the ADB its associated National Governing Bodies

All employees, members, volunteers and officials have the responsibility to respect, act in accordance with and thereby support and promote the spirit and intentions of this policy.

The ADB has empowered Daniel Ramm, Equity and Ethic Officer for the ADB to oversee the implementation of this policy and to monitor and evaluate its effectiveness.

Communication

The ADB will communicate this policy to all its employees and employees, members, volunteers and officials of the ADB's associated National Governing Bodies using their websites, mailings and magazines.

At time of review, a mechanism will be put in place to allow all staff, members and volunteers to be part of the process.

Monitoring and Evaluation

The ADB will monitor and evaluate the success of the policy regularly and will review the policy at least annually, but sooner should new legislation be enacted



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which is relevant to the policy.

The equity action plan will be reviewed by the Equity Steering Group of the ADB with the responsibility for its implementation on an annual basis being vested in the Management Committee.

Complaints and Disciplinary

To safeguard an individual's rights under the policy; an employee, member, volunteer or official who believes that he/she has suffered inequitable treatment within the scope of this policy may raise the matter through the appropriate grievance procedure.

Appropriate disciplinary action will be taken against any employee, member, volunteer, affiliated club or official who violates the ADB's equity policy.

Where the violation of the equity policy by way of harassment, victimisation or discrimination amounts to a criminal offence, the appropriate authority will be informed.

Disciplinary procedures are available from the ADB.