



Equity Policy

Introduction

Equity in the context of Sports Development is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society.

Sports Equity is about making sure that everyone has an equal chance to participate in and contribute to sport or physical activity 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 about recognising and acknowledging that inequalities do exist between people in Guernsey sport and taking positive and proactive steps to overcome these inequalities, thus ensuring that any barriers standing in the way of people not traditionally involved in sport are removed.

This Equity Policy covers the services and activities of the Guernsey Sports Commission, (GSC) its employees and affiliates.

Statement of Intent

The Guernsey Sports Commission:

Will ensure that all people, irrespective of race, gender, ability, ethnic origin, social status or sexual orientation, have equal opportunities to take part in GSC initiatives and activities, at all levels and roles.

Will ensure that equity and the needs of the diverse Guernsey community are given due regard from the outset of the development of all of its policies, programmes and services.

Will address any form of discrimination that occurs within the organisation.

Will raise awareness of Equity through the implementation of this policy.

Will monitor, review and evaluate progress.

Will ensure that its recruitment and selection procedures are fair and transparent, and meet the appropriate legal requirements.

Principles

The GSC Equity Policy reflects the following principles:

- That discriminatory behaviour will not be tolerated.
- That every employee or affiliate is responsible for creating a welcoming environment for any individual wishing to take part in a GSC activity or initiative.
- That all individuals have the right to take part in any such activities or initiatives.
- That equity is not about treating everyone the same. Ensuring equality may require the unequal allocation or reallocation of resources and entitlements in order to overcome previous inequalities or discrimination.

Legal Obligations

The GSC will ensure that its policies, procedures and activities at all times meet the requirements of States of Guernsey Legislation

Complaints and Disciplinary Procedure

A complaint made concerning a breach of any part of this Equity Policy should be made known to the Chief Executive Officer immediately, who will then report the incident to the Guernsey Sports Commission Board and follow the Guernsey Sports Commission complaints procedure.

Monitoring and Evaluation

Monitoring and evaluation of this policy will be undertaken by the Chief Executive, who will be responsible for its implementation

Definitions

The GSC recognises direct and indirect discrimination, and regards both as gross misconduct subject to disciplinary action.

Direct discrimination occurs where someone is treated less favourably than another person would have been in the same circumstances.

Indirect discrimination occurs when a requirement or condition is applied, which, whether intentional or not, adversely affects a section of the population characterised by ethnicity, gender, sexuality, age or social background.

The GSC recognises that harassment, bullying and victimisation are also examples of gross misconduct and are subject to disciplinary action.