



## Equity Policy

### Introduction

Equity in the context of sport relates to equality of access, fairness and opportunities at all levels, whilst recognising and addressing inequalities. By actively removing barriers faced by those who wish to be involved in sport, we move towards equality and away from discrimination. Ultimately, equity is about changing the culture and structure of sport to one that values each individual and enables full involvement from minority groups at all levels of sport.

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, and reducing barriers faced by disadvantaged groups.

The Guernsey Sports Commission LBG (GSC) aims to support fair, equitable and diverse involvement in sport at all levels. 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, based on aptitude and ability, 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 equity 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 organisation's designated contact - Graham Chester (Operations Director) – 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 Operations Director, who will be responsible for its implementation.

### **Definitions**

The Guernsey Sports Commission 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, disability or social background etc.

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