Equality Policy

Foreword
Active Oxfordshire is committed to engaging, involving, promoting and developing people from a diverse range of backgrounds as participants, coaches, officials, administrators and leaders in sport. As part of our dedication to equality in sport we are working towards the Equality Standard, which will enable us to check and challenge current practices and ensure we are engaging all members of the community.

What is Sports Equality?
• Sports Equality is about fairness in sport, equality of access, recognising inequalities and taking steps to address them.
• Sports Equality is about making sure that all people can realise their talent and fulfil their full potential
• Sports equality is about individuals’ and organisations responsibility to challenge discriminatory practice and promote inclusion

Why a Policy?
Active Oxfordshire recognises that barriers exist for certain people to access and participate in sport and physical activity. This policy has been developed to increase access to sporting opportunities by working to eliminate inequalities, prejudice, stereotypes and promote access for all. The policy also adheres to policy and legislation surrounding equality namely:

• Equal pay act 1970
• Sex Discrimination Act 1975
• Race Relations Act 1976
• Disability Discrimination Act 1995
• Human Rights Act 1998
• Macpherson Report 1999
• Race Relations Amendment Act 2000
• Employment Equality (religion and belief) 2003
• Employment Equality (sexual orientation) 2003
• Employment Equality (age) 2005
• Equality Act (inc. +ve duty on gender)2006
• Equality Act (sexual orientation) 2007
• Equality Act 2010
Policy Statement
Everybody should have the opportunity to participate in sport and physical activity regardless of age, ability, gender, race, colour, ethnicity, sexual orientation, religious beliefs or socio-economic status. We are determined to improve equality at all levels in sport, for participants, competitors, coaches, officials, Board and committee members, administrators and staff.

In line with Sport England’s Code for Sports Governance, we are aiming to recruit a Board that reflects the diversity of the population we serve. Whilst our current Board is made up of 40% women, we will continue to work towards achieving full gender parity. We are also conscious that our Board is not yet reflective of the wider population diversity of Oxfordshire, including, but not restricted to, Black, Asian and other minority ethnic communities, and disabled people. This is something we will seek to address in the next Board recruitment cycle, by positively encouraging applications from under-represented groups, and by working with equality partners, such as Sporting Equals, the English Federation of Disability Sport, and Women in Sport, on their various leadership programmes.

Implementation
The Active Oxfordshire Board will oversee the implementation of the Equality Policy and all officers will have a responsibility for its execution. Partners will also be responsible for supporting the policy.

Implementation will be guided through clear targets incorporated into the following delivery plans:

- The Active Oxfordshire Annual Action Plan
- Marketing and Communications Plan
- Equality Action Plan

Specifically, Active Oxfordshire will allocate resources to actively raise participation amongst the following priority groups. This does not, however, preclude work with other minority groups.

- Women and Girls
- Black and Minority Ethnic communities
- Disabled people
- People from Lower socio-economic groups

This will be undertaken through consultation with representatives from the above groups leading to identified intervention work. Training will be provided for officers and key partners to raise awareness of their individual and collective responsibilities in promoting equality.

Monitoring and Evaluation
Active Oxfordshire will monitor and evaluate the policy, practices and procedures of the partnership and review and update accordingly.

Implementation of the policy will be monitored and evaluated as part of the overall business plan and specific equality action plan. Core team delivery plans will be monitored and reviewed quarterly with their line manager.

Progress against Key Performance Indicators related to the priority groups identified will be presented to the Active Oxfordshire Board on an annual basis and published through Active Oxfordshire’s annual report.
Disciplinary & Grievance Procedure

Active Oxfordshire takes any act of deliberate discrimination (including bullying and harassment) very seriously and will take all appropriate disciplinary action (including dismissal) against any employee who is found to have discriminated against any other person.

To safeguard individual rights under the policy any partner, employee or end user who believes that he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate grievance procedure.

If you have any queries regarding this policy please contact:

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