

Introduction

The UK Coaching Equality Policy, supported by the Diversity Action Plan, provides a combined statement for our workforce and wider industry partners on how we proactively value and promote equality and diversity in all that we do through the support we provide to our partners, customers and as an employer.

We advocate a person-centred philosophy to build positive relationships with people when coaching, which is focussed on connecting and understanding individuals in order to help them thrive. The policy addresses equality based on the nine protected characteristics covering age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (Equality Act 2010) which we see as part of an equitable and person-centred approach.

Background

Research continually indicates that inequalities persist in many aspects of sport and physical recreation, including participation, membership, governance, coaching and leadership. At UK Coaching we recognise that the lack of diversity in sport extends to coaching, and that there currently exists a lack of confidence and/or awareness from coaches and parts of the coaching system about including people from many communities currently under-represented in society. This policy provides a platform for us to ensure all people have equitable access to employment, facilities, services, resources and programmes provided by us.

We are committed to challenging inequitable approaches and behaviours and promoting diversity among our workforce. We aim to create a working environment that supports all our staff, and ensures they feel respected and encouraged to develop. Our aim is that our workforce will be truly representative of the communities from which it is drawn. The purpose of this policy is to document our commitment to providing equality and fairness for all.

We endeavour to promote diversity in our design and delivery of services, products and resources, as well as in our employment practices, to ensure we understand and meet everyone's individual needs. This means, where required, we will take steps to ensure our services are accessible and our working environments are inclusive.

The glossary of key terms used in this policy is provided in Appendix A.

The Impact of Equality on Our Vision and Mission

We believe we cannot achieve our vision or mission without reinforcing all the benefits that inclusion and diversity bring to sport and physical activity. We will ensure that, as we strive to achieve our vision and mission, we do so in an inclusive and equitable way, both within our organisation and through the support we provide to partner organisations.

Equal Opportunities Statement of Intent

We are committed to the principles and practices of equal opportunities both as an employer and in the delivery of services. Employment opportunities within our organisation and products and services we provide to our partners will be equitable and inclusive. We will

work to ensure coaching is an opportunity that is available and welcoming to everyone, recognising the power of strong role models.

Our Commitments to Staff and Partner Organisations

It is our responsibility to provide equality of opportunity to all.

We will work with key partners to create equitable and inclusive environments within coaching, coach learning and development, service provision and employment.

In line with our legal obligation not to discriminate against any person, we will address any form of discrimination that occurs within our organisation under the Equality Act 2010. (For more information see Appendix B).

Our staff induction programme will be personalised to meet the needs of the individual employee. We will provide personal introductions and information relating to our policies and Code of Conduct. These are contained in our Staff Handbook.

We will treat all our staff, whether part-time, full-time, temporary or voluntary, fairly and with respect. We will make selections for employment, promotion and training on the basis of competency, ability and professionalism.

We will help and encourage all our staff to achieve their full potential. We will use performance reviews and personal development plans to ensure our colleagues are developing and achieving their potential. A valued workforce is vital to us in reaching and exceeding our organisational targets.

We are committed to tackling discrimination and bullying. All cases will be investigated thoroughly and impartially, using our existing procedures, which can be found in our Staff Handbook. Any member of staff who believes that they have received inequitable treatment, will be encouraged to raise the matter through the grievance procedure without fear or restriction.

We are committed to ensuring all our staff and board members understand the principles of equality, diversity and inclusion, and have received appropriate awareness training.

We are committed to making progress against the Equality Standard for Sport. (For more information see Appendix C) and other commitments such as the Mindful Employer Charter and Mental Health Charter for Sport and Recreation.

The Sport England Professional Workforce Strategy highlights the need to be 'building a more diverse workforce with inclusive values and behaviours'. The success measures in this strategy is that 100% of funded organisations will have made improvements in the diversity profile of their workforce (by 2021).

Requirements 2.1 to 2.3 of the Code for Sports Governance ensures organisations give consideration to publishing a statement of intent about its commitment to equality and diversity goals, and its policies and procedures relating to equality and diversity.

Service Delivery

We strongly advocate the practice of inclusive coaching and the provision of environments that are welcoming and accessible to all.

We will take all reasonable action to make our products, resources and services available to everyone.

We are committed to ensuring that the images we use in our publications, products, promotional material and website are representative of the UK population.

Where relevant, we will work collaboratively with our national equity partner organisations to ensure our products, resources and services are current and joined up. This will in turn allow us to support our partners to:

- raise awareness and promote the development of confident, qualified coaches to coach any individual attending their sessions.
- provide guidance and assistance to develop accessible programmes that facilitate diversity in our coaching workforce and our active population.

Monitoring and Evaluation

We are committed to keeping this Equality Policy under review, and will formally review it on an annual basis, unless any legislative or corporate changes necessitate an interim review.

We have produced a Diversity Action Plan that sets out how we aim, collectively, to achieve the aspirations within this policy.

We will collect demographic data on our staff, tutors and attendees of coach education / learning workshops, and review it on an annual basis to monitor representation and to inform future service provision.

We will monitor the impact of this policy using tools such as:

Our Board, Corporate Management Team (CMT) and Senior Management Teams (SMT) will receive updated reports on progress against the Diversity Action Plan on a quarterly basis.

- staff surveys
- monitoring data
- #WeListen group
- performance reviews

Communication

We will ensure our communications are delivered in accessible formats to share and promote our work around equality and inclusion.

We will be open to addressing any specific requests from colleagues or partners who require communication to be delivered in an alternate format.

Accountability and Resources

Our Chief Executive Officer, supported by our CMT and SMT, is responsible and accountable for equality, diversity and inclusion, and a positive approach to achieving our aims, within UK Coaching. The responsibility for internal employment services will be fulfilled by Central Services.

Our Board has accountability for the Diversity Action Plan. Our SMT has overall responsibility and collective accountability for achieving the Equality Standard for Sport.

We will allocate appropriate financial resources to support the delivery of the Equality Policy and the achievement of the Diversity Action Plan and the Equality Standard for Sport.

Each member of staff is accountable for their own behaviour as a representative of UK Coaching and will take steps to develop their learning, if they feel it is required, in order to achieve our commitment and service delivery approaches identified above.

Appendix A

UK Coaching Equality Policy: Glossary of Terms

Age

Refers to a person belonging to a particular age (for example 32 years old) or range of ages (for example 18 to 30-year-old). Age discrimination includes treating someone less favourably for reasons relating to their age (whether young or old).

Alternative format

Media formats that are accessible to people with specific impairments; for example, Braille, audio description, subtitles and Easy Read for the visually challenged.

Bullying

Offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient. Abuse may be verbal, psychological or physical.

Cyber-bullying

Where the Internet and related technologies are used to harm other people in a deliberate, repeated and hostile manner.

Different needs

Refers to the different requirements that people with protected characteristics may have, which either must or should be met to provide equality, including equality of opportunity and access.

Disability

A physical or mental impairment that has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities.

Disabled person

Someone who has a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

Discriminating directly or indirectly

Refers to discrimination because of a person's protected characteristic (direct); or discrimination that occurs when a provision, criteria or practice is applied that creates disproportionate disadvantage for a person with a protected characteristic compared to those who do not share that characteristic (indirect).

Diversity

Understanding, recognising, respecting and valuing differences. These differences must not be ridiculed or discriminated against.

Duty to make reasonable adjustments

Where a disabled person is at a substantial disadvantage in comparison with people who are not disabled, there is a duty to take reasonable steps to remove that disadvantage by (i) changing provisions, criteria or practices; (ii) making physical changes to the premises; or (iii) providing auxiliary aids.

Equal opportunities

Within the employment context, treating people as individuals and providing them with opportunities on the basis of their skills, talents and qualifications so that they are neither disadvantaged nor denied access on the grounds of their age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.

Equality

The state of being equal – treating individuals equally, which is not necessarily the same as treating them the same. In some cases, the need for equality may require unequal effort to ensure that the principle of equality is achieved.

Equity

The quality of being fair or impartial towards all concerned.

Ethics

The systematic application of moral rules, principles, values and norms.

Gender reassignment

The process of transitioning from one gender to another. Gender Identity refers to the way an individual identifies with their own gender, for example, as being either a man or a woman, or in some cases being neither, which can be different from a person's biological sex.

Harassment

Unwanted conduct, related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.

Inclusion

The act of making a person part of a group or collection.

Physical barrier

A physical feature of a building or premises that places disabled people at a substantial disadvantage compared to non-disabled people when accessing goods, facilities, services or employment.

Positive action

A range of lawful actions that seeks to overcome or minimise disadvantages (eg in employment opportunities) that people who share a protected characteristic have experienced, or to meet their different needs.

Positive discrimination

Treating someone with a protected characteristic more favourably to counteract the effects of past discrimination. The duty to make reasonable adjustments is an exception where treating a disabled person more favourably may be required by law. Positive discrimination is unlawful, and employers are asked to take positive action against this.

Prejudice

Negative, irrational feelings, attitudes and opinions that people have about other people. It suggests prejudging or forming an opinion about other people without any prior knowledge of them.

Protected characteristics

The grounds on which discrimination is unlawful. The characteristics are: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation.

Sexual harassment

Any conduct of a sexual nature that is unwanted by the recipient, including verbal, non-verbal and physical behaviours, and that violates the victim's dignity, or creates an intimidating, hostile, degrading or offensive environment for them.

Social inclusion

A process of tackling needs, generally for communities that are, or have been, excluded from services and opportunities to which the majority of the community has access. Social inclusion is often used to describe places where there are excluded communities and where there is a need for actions that bring opportunities to these excluded people. It is often used in the context of opportunities in education, housing, economic prosperity, health, employment and in community safety and crime reduction, and in community facilities (arts, sport, culture and community venues and services) and transport.

Stereotyping

The process of labelling people because they are members of a particular visible group or developing a standardised image of a person or group, whereby it is assumed that they must also share particular traits that are considered characteristic of that group.

Transgender

This is the state of a person's gender identity (self-identification as male or female) not matching their assigned sex at birth

Unconscious bias

This is a bias that we are unaware of, and which happens outside of our control. It is a bias that happens automatically and is triggered by our brain making quick judgments and assessments of people and situations, influenced by our background, cultural environment and personal experiences.

Victimisation

Treating someone badly or subjecting them to a detriment because they have complained about discrimination or helped someone who has been the victim of discrimination

Appendix B

Equality Act

The Equality Act 2010 is the main, overarching anti-discrimination law which UK Coaching are required to follow to help ensure that equality of opportunity is promoted across various groups and that diversity is at the heart of all that we do.

The Public-Sector Equality Duty

The Equality Act requires that UK Coaching in carrying out their functions have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a Protected Characteristic and those who do not
- Foster good relations between people who share a Protected Characteristic and those who do not.

This means that we must go further than merely ensuring a person in a particular instance is not treated less favourably on the basis of their Protected Characteristic. The Public-Sector Equality Duty requires us to consider the impact of our strategies, business plans, policies, procedures and key decisions on equality and the removal of discrimination in these areas. It also requires us to take steps to meet the needs of people from protected groups where these are different from the needs of other people and requires us to encourage people from protected groups to participate in public life or in other activities where their participation is disproportionately low. In some cases, we may need to treat some people more favourably than others in order to comply with the Public-Sector Equality Duty.

Appendix C

Equality Standard for Sport

The Equality Standard: A Framework for Sport (the Standard) was launched by the UK sports councils in November 2004 to help address the inequalities that exist within the sports sector. It is a framework to guide sports organisations, including: governing bodies of sport, county sports partnerships (CSPs), sports councils and national sports organisations towards achieving equality.

Through the development of robust action plans, the Standard is a vehicle for widening access and increasing the participation and involvement in sport and physical activity by under-represented individuals, groups and communities. The Standard supports sports organisations to develop and implement equality-proofed policies and practices.