

## **EQUALITY POLICY**

The National Ice Skating Association of the UK Ltd. is fully committed to the principles of the equality of opportunity. It is responsible for ensuring that no job applicant, employee, member or volunteer receives less favourable treatment, on the grounds of age, colour, disability, ethnic minority, parental or marital status, nationality, religious belief, social status or sexual preference.

The Association will ensure that there is open access for all those who wish to participate in the sport and that they are treated fairly.

The Association promotes inclusion and is required by law not to discriminate against its employees and recognises its legal obligations under the following acts:

- Equal Pay Act 1970
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975
- Race Relations Act 1976
- Disability Discrimination Act 1995
- Dec 2003 Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion and Belief) Regulations 2003
- Equality Act 2010

The Association acknowledges that discrimination can be either direct or indirect. Direct discrimination relates to treating one person less favourably than another. Indirect discrimination occurs when a condition is applied equally to all, but has a detrimental effect to a particular group and cannot be justified.

Harassment is any form of unwanted or unwelcome behaviour which includes mild unpleasant remarks, inappropriate conduct, or physical violence. It may be of a sexual or racial nature, or it can be directed towards people because of their age, sexuality, a disability or some other characteristics.

Victimisation occurs when someone is treated less favourably than others for exercising their legal rights, using a complaints procedure or supporting colleagues who have done so.

The association is committed to ensuring that all stakeholders are able to conduct their activities in an environment that is free from discrimination, harassment and victimisation.

A copy of this document will be available to all staff, members and volunteers of the Association. All stakeholders have responsibilities to respect, act in accordance with and thereby support and promote the spirit of this policy.

The Association may take positive action or introduce special measures for any group that is currently under-represented in its membership, representative bodies or workforce.

### **Monitoring and Grievance Procedures**

The NISA Board of Directors is responsible for ensuring that this equity policy is followed and for dealing with any actual or potential breaches.

To safeguard individual rights under the policy, an official who believes that he/she has suffered inequitable treatment within the scope of the policy may raise the matter. Any member may at any time refer a complaint to the Chief Executive. For more information see the section on complaints in the NISA Memorandum, Articles and General Rules (to be adopted by the NISA Membership in 2011).

The Association is concerned that individuals should feel able to raise any grievance and no official will be penalised for doing so unless the complaint is untrue and not made in good faith.