

Welsh Amateur Rowing Association Equity Policy

Sports Equity

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

The following policy document sets out a number of proactive steps that will be taken to ensure the principles of sports equity are adhered to throughout the WARA.

Equity Policy Statement

The WARA is fully committed to the principles of equality of opportunity and is responsible for ensuring that no member, volunteer, employee or job applicant receives less favourable treatment on the grounds of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, pregnancy, religious belief, social status, sexual orientation or political belief.

The WARA will ensure that everyone who wishes has an equal opportunity to participate in the sport of rowing at all levels and in all roles, whether as a beginner, participant, performer, or as a coach, manager, employee, administrator or official.

Purpose

It is the aim of the WARA to ensure that all present/potential members/employees are treated fairly and without discrimination or harassment, whether intentional or unintentional, direct or indirect.

Commitment to action

- The WARA will display its commitment to Sports Equity through the implementation of its equity action plan.
- Equity will be reflected in all areas of the organisation which will be reflected in the equity action plan.
- The equity action plan will be incorporated within the WARA development programme and be reviewed regularly.
- The WARA is committed to the Equality Standard and working to achieve the Foundation level of the standards in 2006
- The WARA will provide appropriate training to all employees, Executive, Council and key volunteers to raise awareness of both collective and individual responsibilities
- The WARA recognises that, in some cases, to achieve the principle of equality, unequal effort is required and, if appropriate, will consider positive action to tackle under representation.
- The WARA will publicise this policy and the equity action plan to all employees, members, volunteers and officials through its website and club mailings.
- The WARA will monitor, evaluate, review and report on its policies and procedures to all its employees, members, volunteers and officials.

Legal Requirements

- To ensure its practices are fair and equitable the ARA recognises its legal obligations under the following:

Race Relations Act:	1976 – Amendment Act 2000
Employment Equality (sexual orientation) Regulations:	2003
Employment Equality (religion and belief) Regulations:	2003
Equal Pay Act:	1970
Sex Discrimination Act:	1977, 1986 and 1999
Disability Discrimination Act:	1995
Disability Rights Commission Act:	1999
Rehabilitation of Offenders Act:	1974
Human Rights Act:	2000
Children Act:	1989 and 2004

Any later amendments to the above acts/regulations or future acts/regulations that are relevant to the WARA.

Discrimination / Harassment & Victimisation

- Discrimination can take the following forms:
- **Direct Discrimination**
Treating someone less favourably than you would treat others in the same circumstances.
- **Indirect Discrimination**
This occurs when a job requirement or condition is applied equally to all, which has disproportionate and detrimental effect on one sex or racial group because fewer of that group can comply with it and the requirement cannot be justified in relation to the job.
- **Harassment**
Harassment can be described as inappropriate actions, behaviour, comment or physical contact that is objectionable or causes offence to the recipient. It may be of a sexual or racial nature or it may be directed towards people because of their age, their sexuality, a disability, or some other characteristic. Such behaviour is not acceptable and neither is it excused on the grounds that the harasser did not intend it.
- **Victimisation**
Victimisation can be described as when one person is treated less favourably than others because he or she has taken action against the WARA under one of the relevant Acts/regulation (as previously outlined) or provided information about discrimination, harassment or inappropriate behaviour.
- The WARA regards discrimination, harassment or victimisation as serious misconduct and any employees, volunteer or member who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action.

Implementation

- All WARA recruitment and membership material shall include the equity policy statement.
- This policy document will be available to all employees, members, volunteers and officials.
- All employees, members, volunteer and officials have the responsibility to respect, act in accordance with and thereby support and promote spirit and intentions of this policy.
- The WARA has empowered a designated person within the association to oversee the implementation of this policy and will monitor and evaluate its effectiveness.

Communication

- The WARA will communicate this policy to all its employees, members, volunteers, officials and clubs using its website and club mailings.
- At time of review, a mechanism will be put in place to allow all staff, members and volunteers to be part of the process.

Monitoring and Evaluation

- The WARA will monitor and evaluate the success of the policy regularly and will review the policy.
- The Equity plan will be reviewed by the Executive Committee on a regular basis.

Complaints and Disciplinary

- To safeguard an individual's rights under the policy an employee, member, volunteer or official who believes that he/she has suffered inequitable treatment within the scope of this policy may raise the matter through the appropriate grievance procedure.
- Appropriate disciplinary action will be taken against an employee, member, volunteer or official who violates the association's equity policy.
- Disciplinary procedures are available from the WARA

Equity Plans

- The equity action plan is available from the WARA