



Equal Opportunities and Equity Policy

1. Statement of Intent

British Amateur Boxing Association is fully committed to the principles of equality of opportunity and unconditionally endorses and adopts this equality policy.

The BABA acknowledges its duty to ensure that no participant, including athlete, coach, official, volunteer, employee or applicant to any post within the BABA receives more or less favourable treatment on the grounds of age, gender, gender reassignment, ethnic origin, race, disability, nationality, national origin, religion, marital status (including civil partnerships), socio-economic status or sexual orientation.

We expect all within the BABA to treat individuals openly and fairly with dignity and respect.

2. Background – Purpose of Policy

BABA recognises that certain sections of the community have been affected by past discrimination and may be denied the opportunity to participate equally and fully in sport at all levels.

This policy has been produced to prevent/tackle any potential/current discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against its employees, athletes and volunteers.

3. Commitment to Equity – Actions

The BABA is committed to establishing the highest levels of equity by:

- Producing a meaningful equity plan to ensure the intent of this policy is delivered
- Providing awareness to all athletes and employees of the BABA Equity policy



- Where necessary, supporting, encouraging and mentoring individuals within the BABA where such actions are deemed to further the aims of this policy.
- BABA recognises that in some cases, to achieve the principle of equality, unequal effort is required and, if appropriate, will consider positive action to tackle underrepresentation
- Ensuring that appropriate resources are allocated to ensure the successful implementation of this equity policy

4. Legal Requirements

BABA is required by law not to discriminate against its employees and recognises its legal obligations under, and will abide by the requirements of the following:

- Equal Pay Act 1970
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Act 1975. 1986 & 1999
- Race Relations Act 1976 and the Race Relations Amendment Act 2000
- Disability Discrimination Act 1995
- Human Rights Act 1998
- Children Act 1998
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion and Belief) Regulations 2003
- Gender Recognition Act 2004
- Civil Partnership Act 2004
- Employment Equality (Age) Regulations 2003
- Equality Act 2010
- Any later amendments to the above Acts/regulations, or future Acts/regulations that are relevant to BABA

5. Discrimination, Harassment and Victimisation

Discrimination

Discrimination can take the following terms:

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Direct discrimination – treating one person less favourably than another would be treated in similar circumstances

Indirect discrimination – instigating requirements or conditions which, on the face of it, apply, equally to all but which in practice, can be met only by certain advantaged individuals. Such requirements or conditions are lawful only if they can be objectively justified

Harassment

A form of discrimination that may lead to a breach of statute, as it constitutes an activity that can be detrimental to members of one particular race or sex. It can be defined as ‘an action or comment that causes persistent offence to a person or group’. The BABA is committed to ensuring that its employees, athletes and volunteers are able to conduct their activities free from harassment or intimidation

Victimisation

When someone is treated less favourably than others because he or she has taken action against the BABA under one of the relevant Acts (outlined above) or provided information such discrimination, harassment and/or inappropriate behaviour indeed supported another colleague in taking action against the BABA under the relevant legislation.

6. Responsibility, Implementation and Communication

The Board of Directors of the BABA is responsible for ensuring that this equity policy is followed throughout the organisation.

Breaches of this policy will be addressed robustly and be subject to the procedures outline in the BABA disciplinary procedures.

The chairman has the overall responsibility for the implementation of the equal opportunities policy



The Head of Operations, designated by the CEO, has the overall responsibility for achieving the equity action plan as this will form part of their work programme

It shall be the responsibility of all within BABA who interview/select staff or volunteers to ensure that any such processes are in compliance with this policy and that no applicant shall be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unfair discrimination.

All employees, volunteers and members have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy and, where appropriate, individual work programmes will be amended to include equity related tasks

The new policy will be implemented immediately following Board agreement and will result in the following:

- A copy of this document will be available to all staff, athletes and volunteers of BABA
- A planned approach will be adopted to eliminate barriers which discriminate

7. Monitoring and evaluation

- Once approved, the policy will apply for 3 years before a formal review takes place, unless any proposal to the board or legislation change, requires an interim review or amendment
- The equity action plan, created to ensure the intent of the policy is delivered, will be reviewed by the Head of Operations and staff member who implemented the policy on a quarterly basis

8. Disciplinary and Grievance Procedure



To safeguard individual rights under this policy, an employee, athlete, coach, official or volunteer who believes he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate procedure.

Appropriate disciplinary action will be taken against any employee, volunteer or member who violates this equity policy.

The BABA will ensure that individual's feel able to raise any grievance and no one will be penalised for doing so unless it is untrue and not made in good faith.

Procedures regarding grievance or discipline will follow BABA disciplinary procedures.

This document is subject to continual review.