

Equity Policy				
Responsible for review	Governance Committee			
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Change History				
Version	Author	Amendments made	Date of approval	Next Review Date
V1	FR		Dec 2023	Dec 2025

1. Policy Objectives

- 1.1. The United Kingdom Boccia Federation (UKBF) is fully committed to the principles of equality of opportunity and is responsible for ensuring that no job applicants, employees, board members, workers, office holders, volunteers, or athletes (together "Stakeholders") are unlawfully discriminated against because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (together the "Protected Characteristics").
- 1.2. In addition, UKBF recognises that we live in a diverse society and will ensure that all stakeholders are treated equitably, and therefore have access to consistent opportunities, regardless of their backgrounds, lifestyles or membership of groups who share protected characteristics.
- 1.3. UKBF will encourage partner organisations, including members and other affiliated associations, to adopt and demonstrate their commitment to the principles of equality through the practice of equity as set out in this Policy.

2. Purpose of the Policy

- 2.1. UKBF recognises that individuals (and/or certain groups in our society who share one or more Protected Characteristics) may not have been able to participate equally and fully in sports-related activities in the past. In some instances, this may have been because of discrimination.
- 2.2. This Policy has been produced with the intent to prevent discrimination or other unfair treatment, whether intentional or unintentional, direct, or indirect, against Stakeholders that may preclude them from participating fully in sports-related activities.

3. Legal Requirements

3.1. UKBF is required by law not to unlawfully discriminate against its Stakeholders and recognises its legal obligations under, and will abide by the requirements of the following:

- The Equality Act 2010
- Equal Pay Act 1970
- Rehabilitation of Offenders Act 1974
- Employment Rights Act 1996
- Work Time Regulations 1998
- National Minimum Wage Act 1998
- Employment Act 2002 (Flexible Working Regulations)
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion and Belief) Regulations 2003
- Employment Equality (Age) Regulations 2006
- Protection from Harassment Act 1997
- Human Rights Act 1998

3.2. UKBF will seek advice each time this Policy is reviewed to ensure it continues to reflect the current legal framework and good practice.

4. Discrimination, harassment, bullying and victimisation

UKBF recognises the following as being unacceptable:

4.1. Unlawful discrimination which can take the following forms:

4.1.1. *Direct Discrimination*: treating someone less favourably than you would treat others because of a Protected Characteristic.

4.1.2. *Indirect Discrimination*: applying a provision, criterion, or practice which, on the face of it, applies equally to all but which, in practice, can disadvantage individuals with a particular Protected Characteristic. Such requirements or conditions are lawful only if they can be objectively justified.

4.2. *Harassment*: engaging in unwanted conduct relating to a relevant Protected Characteristic or unwanted conduct of a sexual nature where the conduct has the purpose or effect of violating the recipient's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient, or any other individual affected by such conduct. UKBF is committed to ensuring that its Stakeholders can conduct their activities free from harassment.

4.3. *Bullying*: the misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence.

4.4. *Victimisation*: subjecting someone to a detriment because he or she has in good faith taken action under the Equality Act 2010 (or equivalent legislation) by bringing proceedings, giving evidence or information in relation to proceedings, making an allegation that a person has contravened the Equality Act 2010 (or equivalent legislation) or doing any other thing for the

purpose of or in connection with the Equality Act 2010 (or any equivalent legislation).

- 4.5. UKBF regards discrimination, harassment, bullying or victimisation, as described above, as serious misconduct. All complaints will be taken seriously and appropriate measures including disciplinary action may be brought against any Stakeholder who unlawfully discriminates against, harasses, bullies or victimises any other person.

5. Reasonable Adjustments

- 5.1. When any decision is made about an individual, the only personal characteristics that may be taken into account are those that are consistent with any relevant legislation and are relevant to the substance of the decision being made.
- 5.2. UKBF recognises that it has a duty to make reasonable adjustments for disabled persons.
- 5.3. UKBF will consider all requests for adjustments and where possible will accommodate reasonable requests and will work with disabled Stakeholders to implement any adjustments that will enable them to participate more fully in sports related activities.
- 5.4. UKBF will ensure that it supports the IOC Framework for fairness, inclusion, and non-discrimination.

6. Responsibility, implementation and communication

6.1. The following responsibilities will apply:

6.1.1. The Board of Boccia UK is responsible for ensuring that this Equity Policy is implemented, followed, and reviewed when appropriate. The Boccia UK Board is also responsible for ensuring that this Equity Policy is enforced, and any breaches are dealt with appropriately.

6.1.2. The Governance Committee has the overall responsibility for monitoring the implementation of this Equity Policy and the Diversity and Inclusion Action Plan.

6.1.3. A member of the Board will be appointed as the Equality and Diversity lead. The Chair will ensure that equity and diversity is included as an agenda item at Board meetings when appropriate and that the Board takes equity into consideration when making decisions.

6.1.4. Staff members will, as part of their appraisal and work objectives/programmes of the year, will embed and collectively share responsibility for the Equity and Diversity overall day-to-day responsibility for the implementation of this Equity Policy and for achieving any equality-related actions resulting from it. The Equity and Diversity work

programme will be amended to reflect this. If required, an internal and/or external equality group will be created to provide additional support.

6.1.5. All Stakeholders have the responsibility to respect, follow and promote the spirit and intentions of this Equity Policy. Individual work programmes for UKBF staff will be amended to include equality-related tasks where appropriate.

6.1.6. UKBF's Diversity Ambitions will communicate the commitment to equity and diversity, and the Diversity and Inclusion Action Plan will show progress against the achievement of these Ambitions and the application of the principles of this Equity Policy.

6.1.7. This Equity Policy will be Equality Impact Assessed each time it is reviewed.

6.2. This Equity Policy will be implemented immediately following Board approval. Implementation requires the following actions:

6.2.1. UKBF will regularly review its employment practices to ensure continuing compliance with relevant legislation, and where possible good practice. All job packs sent out by UKBF will contain a policy statement like the following:

"UKBF is committed to providing equal opportunities for all and is committed to following best practice in the welfare of young people and vulnerable adults. For further information please consult www.boccia.uk.com "

6.2.2. No applicant for any post (including job applicants, consultant advisers and suppliers) will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job, or which constitute unlawful discrimination.

6.2.3. Consultants and advisers (and where appropriate suppliers) to UKBF will be required to abide by this Equity Policy and it will be referred to in any service level agreements or contracts issued by UKBF. They will also be asked to provide a copy of their equity/equality/diversity/equal opportunities policy/ies within any procurement requirements.

6.3. This Equity Policy will be communicated in the following ways:

6.3.1. The Policy will be included in any employee handbook (or equivalent paper or electronic document). Reference will be made to this Equity Policy in any code of conduct.

6.3.2. The Policy will be highlighted in all staff and volunteer inductions;

6.3.3. A copy of this Equity Policy will be publicly available on the UKBF website and copies

in other formats will also be available by request. All members will be made aware of the Policy when they join; and

6.3.4. UKBF will promote continuing professional development for all employees and volunteers to support equal opportunities within the organisation and, where appropriate, provide specialist facilities, equipment, or training.

7. Actions

- 7.1. UKBF will produce, maintain, and monitor a Diversity and Inclusion Action Plan to ensure the objectives of this Equity Policy are consistently delivered throughout all areas of the organisation.
- 7.2. UKBF recognises that, in some cases, to further the principle of equality, an unequal distribution of resources may be required (equity). If appropriate and proportionate, UKBF will consider positive action or may introduce special measures to assist any group with a Protected Characteristic which is currently underrepresented within any group of Stakeholders.

8. Monitoring and Evaluation

- 8.1. This Equity Policy will remain in force until it is amended, replaced or withdrawn. A review of this Equity Policy will take place as and when required, but not less than once every two years.
- 8.2. The Diversity and Inclusion Action Plan, created to ensure the objectives of this Equity Policy are delivered, will be reviewed by the Governance Committee and the Equity and Diversity Officer regularly, but in any event not less than once every 12 months.
- 8.3. On an annual basis statistical and, if appropriate, qualitative information will be collected, and a report will be produced by the Equity and Diversity Officer for the Board. Once approved by the Board the report will be published internally and externally, to show the impact of this Equity Policy and progress towards achieving the Diversity and Inclusion Action Plan.
- 8.4. Any data reporting will maintain anonymity and confidentiality and any figures utilised will be expressed as percentages. Data will never be individualised or used for any other purposes than the understanding on current position and future development of diversity and equitable practice.

9. Complaints Procedures

- 9.1. To safeguard individual rights under this Equity Policy, any Stakeholder who believes they have experienced inequitable treatment within the scope of this Policy may raise the matter

through the appropriate procedure (i.e. the employee grievance procedure for employees or the complaints procedure for Stakeholders who are not employees).

- 9.2. Appropriate disciplinary action will be taken against any UKBF Stakeholder who violates this Equity Policy under the employee disciplinary procedure or the UKBF disciplinary procedure.
- 9.3. An individual raising an employee grievance will not be penalised for doing so unless it is untrue and not made in good faith.
- 9.4. As with all grievance and disciplinary procedures, the final point of appeal relating to this policy is the Board appeals committee.