

EMD UK Equality Policy

1. Statement of Intent

- 1.1 The Exercise Move and Dance (EMD) UK includes all member organisations and their staff, teachers, members and volunteers. EMD UK is fully committed to the principles of equality of opportunity and is responsible for ensuring that no job applicant, employee, teacher, volunteer or member receives less favourable treatment on the grounds of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, pregnancy, religious belief, class or social background, sexual preference or political belief
- 1.2 EMD UK will ensure that there will be open access to all those who wish to participate in all aspects of exercise, movement and dance activities, and they are treated fairly.

2. Purpose of the Policy

- 2.1 EMD UK 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 exercise, movement and dance at all levels
- 2.2 This policy has been produced to prevent and tackle any potential or current discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against its employees, teachers, members, participants and volunteers.

3. Actions

- 3.1 EMD UK will produce and maintain an action plan to ensure the intent of this policy is delivered
- 3.2 All areas of the organisation will be affected by this action plan, which will be incorporated in to the overall operational plan, itself reviewed and updated on an annual basis

4. Legal Requirements

- 4.1 EMD UK 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 Acts 1975, 1986 & 1999
 - Race Relations Act 1976 and the Race Relations Amendment Act 2000
 - Disability Discrimination Act 1995 & 2005
 - Human Rights Act 1998
 - Children Act 1989
 - 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 2006
 - Any later amendments to the above or future Acts and regulations, relevant to EMD UK.
- 4.2 EMD UK will endeavour, each time the policy is reviewed, to ensure it continues to comply with all legislation requirements.

5. Discrimination, harassment and victimisation

- 5.1 Discrimination can take the following forms:
 - 5.1.1 *Direct Discrimination*. This means treating someone less favourably than you would treat others in the same circumstances

5.1.2 *Indirect Discrimination*. This occurs when a job requirement or condition is applied equally to all, which has a disproportionate and detrimental effect on one sector of society, because fewer from that sector can comply with it and the requirement cannot be justified in relation to the job

5.1.3 When decisions are made about an individual, the only personal characteristics taken into account will be those which, as well as being consistent with relevant legislation, are necessary to the proper performance of the work involved.

- 5.2 *Harassment* is described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be directed towards people because of their gender, appearance, race, colour, ethnic origin, nationality, age, sexual preference, a disability or some other characteristic. EMD UK is committed to ensuring that its employees, members, teachers, participants and volunteers are able to conduct their activities free from harassment or intimidation
- 5.3 *Victimisation* is defined as when someone is treated less favourably than others because he or she has taken action against EMD UK under one of the relevant Acts/regulations (as previously outlined) or provided information about discrimination, harassment or inappropriate behaviour
- 5.4 EMD UK regards discrimination, harassment or victimisation, as described above, as serious misconduct and any employee, teacher, volunteer or member who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action.

6. Responsibility, implementation and communication

- 6.1 The following responsibilities will apply:
 - 6.1.1 The EMD UK Board of Directors is responsible for ensuring that this Equal Opportunities Policy is followed and to deal with any actual or potential breaches
 - 6.1.2 The Chief Executive has the overall responsibility for the implementation of the Equal Opportunities Policy and achieving the equality action plan
 - 6.1.3 All employees, teachers, 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.
- 6.2 The policy will be implemented immediately following Board agreement and will result in the following:
 - 6.2.1 A copy of this document will be available to all staff (both permanent and contract), teachers, members and volunteers of EMD UK
 - 6.2.2 EMD UK will take measures to ensure that its employment practices are non-discriminatory
 - 6.2.3 No job applicant will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unfair discrimination
 - 6.2.4 A planned approach will be adopted to eliminate barriers which discriminate
 - 6.2.5 Consultants and advisers used by EMD UK must demonstrate their commitment to the principles and practice of equity and that they abide by this policy
 - 6.2.6 EMD UK will ensure that equality and diversity are considered at the outset in the development of all products, services and programmes.
- 6.3 The policy will be communicated in the following ways:
 - 6.3.1 It will be part of the staff handbook and Teachers' Support Pack and reference will be made to it in the code of ethics and code of practice
 - 6.3.2 It will be covered in all staff, teacher and volunteer induction training
 - 6.3.3 All members will be made aware of the policy's existence when they join and a summary of any revisions will be published via appropriate communications
 - 6.3.4 It will be available on the EMD UK and all member organisations' websites
 - 6.3.5 At time of review, a mechanism will be put in place to allow all staff, teachers, members and volunteers to be part of the process.

7. Monitoring and Evaluation

- 7.1 Once approved, the policy will apply for three years before a formal review takes place, unless any proposal to the Board, or legislation change, requires an interim review and/or amendment
- 7.2 The equality action plan, created to ensure the intent of the policy is delivered, will be reviewed by the Chief Executive and appropriate staff and volunteers, on a quarterly basis
- 7.3 As part of the overall operational plan, the equality action plan will be reviewed by the EMD UK Board on a six monthly basis
- 7.4 On an annual basis, statistical information will be produced by the Chief Executive for the Board, and will be published internally and externally, to show the impact of this policy.

8. Disciplinary and Grievance Procedures

- 8.1 To safeguard individual rights under the policy, an employee, teacher, volunteer or member who believes he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate grievance procedure
- 8.2 Appropriate disciplinary action will be taken against any employee, teacher, volunteer or member who violates EMD UK's Equal Opportunities Policy
- 8.3 An individual may raise any grievance and no employee, teacher, volunteer or member will be penalised for doing so unless it is untrue and not made in good faith
- 8.4 As with all grievance procedures, the final point of appeal relating to this policy is the EMD UK Board.

If you have any questions which relate to this policy, or if you wish to discuss any instances of discrimination or inequality you have witnessed or experienced, please contact EMD UK.