

EMD UK Equality, Diversity & Inclusion Policy

1. Introduction

- 1.1 This policy reflects the provisions of the Equality Act 2010. This policy also reflects the relevant requirements within A Code for Sports Governance.
- 1.2 EMD UK is committed to ensuring that we are an organisation which is inclusive and welcoming of diversity. Our aim is that everyone has a genuine and equal opportunity to participate in group exercise activities.
- 1.3 We aim to create a working environment in which all individuals can make the best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit. EMD UK is committed to avoiding unlawful discrimination in all areas of its work and development and this policy is intended to assist the organisation, and all those connected with it, to put this commitment into practice.

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 group exercise activities.
- 2.2 This policy has been produced to aid in preventing and tackling any potential or current discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against its employees, instructors, members, participants and volunteers.
- 2.3 This policy applies to all EMD UK employees, volunteers, members, consultants, contractors etc. connected with EMD UK, who for the purposes of this policy are referred to as 'individuals'.
- 2.4 **Equality** is ensuring individuals and groups are treated fairly and equally
- 2.5 **Diversity** is the understanding that everyone is different and recognising that diverse teams that engage with diverse communities produce better outcomes
- 2.6 **Inclusion** is pro-active behaviours, options and actions to make people from all backgrounds, ages and abilities feel welcome
- 2.7 The Equality Act and hence this policy covers the following nine protected characteristics:
 - Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race
 - Religion or belief
 - Sex
 - Sexual orientation

3. Statement of Intent

EMD UK:

- 3.1 wishes to act as an exemplar for equality, diversity and inclusion within its sphere of influence, in doing so it commits to promoting positive and inclusive practice within the organization, with partners and stakeholders.
- 3.2 will build equality, diversity and inclusion into all aspects of its work. All reasonable steps will be taken to ensure that employees, volunteers, members, consultants, contractors etc. are committed to this policy
- 3.3 will ensure that no job applicant or employee receives less favorable treatment on the grounds of any protected characteristic
- 3.4 is committed to supporting individuals to enable them to conduct their group exercise related activities free from bullying and harassment and has implemented a policy for dealing with such matters (see Anti Bullying and Harassment Policy for staff, and Grievance & Disciplinary Procedures for volunteers)
- 3.5 is committed to sports equality which is about:
 - fairness in sport, equality of access, recognising differences and taking steps to meet them
 - changing the culture and structure of sport to ensure it becomes equally accessible to all members of society
 - an individual's responsibility to challenge discriminatory practice and promote inclusion.

4. Actions

- 4.1 EMD UK will produce and maintain an Equality, Diversity & Inclusion action plan to ensure the intent of this policy is delivered.
- 4.2 All areas of the organisation will be affected by this action plan, which will be incorporated into the overall operational plan, itself reviewed and updated on an annual basis.

5. Legal Requirements

- 5.1 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:

Rehabilitation of Offenders Act 1974

Human Rights Act 1998

Children Act 1989

Gender Recognition Act 2004

Civil Partnership Act 2004

Equality Act 2010

Any later amendments to the above or future Acts and regulations, relevant to EMD UK.

EMD UK will endeavour, each time the Equality, Diversity & Inclusion Policy is reviewed, to ensure it continues to comply with all legislation requirements.

Approved: March 2021

Next Review: March 2024

6. Discrimination, harassment and victimization

Discrimination can present itself in different guises including verbal, physical or online and Under the Equality Act types of discrimination are classified as follows:

6.1 Direct Discrimination

Direct discrimination occurs when someone is treated less favourably than another person:

- because of a protected characteristic they have OR
- because of a protected characteristic they are *thought* to have
- because they associate with someone who has a protected characteristic

6.2 Indirect Discrimination

Indirect discrimination can occur when there is a condition, rule or practice which applies to everyone but particularly disadvantages people who share a protected characteristic. Indirect discrimination can be justified if the action(s) undertaken are reasonable in order to achieve a legitimate aim

6.3 Discrimination by Association

Discrimination by association is direct discrimination against someone because they associate with another person who possesses a protected characteristic.

6.4 Discrimination by Perception

Perception discrimination is direct discrimination against an individual because others think they possess a particular protected characteristic, even if they don't actually possess it or if the perception was mistaken

6.5 Harassment

Harassment is defined as 'unwanted conduct related to a relevant protected characteristic which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual'

Harassment applies to all protected characteristics except for pregnancy and maternity, marriage and civil partnership. It also covers harassment because of 'perception' (see 6.4) and 'association' (see 6.3)

It also includes the right for individuals to raise an issue that they find offensive even if it is not directed at them. Harassment is further dealt with in the EMD UK Non-harassment, Bullying and Victimisation Policy.

6.6 Third Party Harassment

Third-party harassment relates to actions carried out by non EMD UK individuals such as customers, clients, contractors etc. EMD UK will investigate any report or complaint of third-party harassment and will take all reasonable steps to prevent it from happening again (see EMD UK Non-harassment, Bullying and Victimisation Policy).

6.7 Victimisation

Victimisation is illegal and is when an employee is treated badly because they have made or supported a complaint/grievance about discrimination or harassment under the Equality Act, or, are suspected of either making or supporting such a complaint/grievance. An individual is not protected from victimisation if he/she acted maliciously or made or supported an untrue complaint.

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.

7. Responsibility, implementation and communication

The following responsibilities will apply:

- 7.1 The EMD UK Board of Directors is responsible for ensuring that this Equality, Diversity & Inclusion Policy is followed and to deal with any actual or potential breaches.
- 7.2 The Chief Executive has the overall responsibility for the implementation of the Equality, Diversity & Inclusion Policy and in achieving change via the Equality, Diversity & Inclusion action plan to ensure the organization is more inclusive in policies, practices and engagement.
- 7.3 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.
- 7.4 The Equality, Diversity & Inclusion Policy will be implemented immediately following Board agreement and will result in the following:
 - 7.4.1 A copy of this document will be available to all staff (both permanent and contract), teachers, members and volunteers of EMDUK
 - 7.4.2 EMD UK will take measures to ensure that its employment practices are non-discriminatory
 - 7.4.3 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
 - 7.4.4 Appointment of a Board champion for Equality, Diversity & Inclusion
 - 7.4.5 A planned approach will be adopted to eliminate barriers which discriminate
 - 7.4.6 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

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7.4.7 EMD UK will ensure that equality, diversity and inclusion are considered at the outset in the development of all products, services and programmes.

7.4 .8 EMD UK will commit to providing appropriate learning and development opportunities as detailed within the Equality, Diversity & Inclusion action plan.

7.5 The policy will be communicated in the following ways:

7.5.1 It will be made available to all staff, with reference in the staff handbook, made available to instructors in resource areas and reference will be made to it in the code of conduct

7.5.2 It will be covered in all staff, workforce, and volunteer induction training

7.5.3 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

7.5.4 It will be available on all EMD UK websites

7.5.5 At time of review, a mechanism will be put in place to allow all relevant stakeholders to be part of the process.

8. Monitoring and Evaluation

8.1 Once approved, the Equality, Diversity & Inclusion 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.

8.2 The Equality, Diversity & Inclusion action plan, created to ensure the intent of the policy is delivered, will be reviewed by the Chief Executive and appropriate staff on a quarterly basis.

8.3 The Equality, Diversity & Inclusion action plan will be reviewed by the EMD UK Board on a six-monthly basis.

8.4 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 the Equality, Diversity & Inclusion Policy.

9 Disciplinary and Grievance Procedures

9.1 To safeguard individual rights under the policy, an employee, instructor, volunteer or member who believes he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the Anti Bullying and Harassment Policy for staff, or Grievance & Disciplinary Procedures for volunteers

9.2 Appropriate disciplinary action will be taken against any employee, teacher, volunteer or member who is known to have violated EMD UK's Equality, Diversity & Inclusion Policy.

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- 9.3 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.
- 9.4 As with all grievance procedures, the final point of appeal relating to this policy is the EMDUK Board.

If you have any questions which relate to the Equality, Diversity & Inclusion Policy, or if you wish to discuss any instances of discrimination or inequality you have witnessed or experienced, please contact EMD UK.