



ENGLAND BOXING EQUITY AND INCLUSION POLICY

1 Foreword

The Board of Directors of England Boxing unconditionally endorses and adopts this Equity and Inclusion Policy.

This document confirms the importance placed on the principle of equity within this organisation and should be accepted as an indication that this Board is determined to ensure that all our services and policies are fair and without discrimination.

Furthermore, we seek to ensure that all who participate in the sport reflect the diversity of background and culture within England.

England Boxing acknowledges its duty to ensure that no participant, including athlete, coach, official, volunteer, employee or applicant to any post within England Boxing receives more or less favourable treatment on the grounds of age, gender, ethnic origin, disability, nationality, religion, socio-economic status or sexual preference.

We expect all within England Boxing to treat individuals openly and fairly with dignity and respect.

Chairman of the Board of Directors England Boxing

2 Purpose

England Boxing shall ensure that all communities have the opportunity to participate in the sport and we shall not tolerate discrimination, harassment or other unfair treatment in any form. Systems, procedures and an open culture will be developed to guard against this.

The England Boxing Board of Directors adopts this Policy, which supports our vision and values by setting out our commitment to:

- Promoting equality of opportunity;
- Promoting good relations between people from diverse backgrounds, with differing needs;
- Preventing harassment, unlawful and institutional discrimination and victimisation in the sport

3 Legal Requirements

In addition to the Equality Act (2010), England Boxing is required by law to adhere to and operate within the following pieces of legislation, ensuring that it fully complies.

- 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

Any subsequent amendments to these acts, or any other relevant acts and regulations which may become law.

4 Employment

All employees and members accept their personal responsibility in the practical application of this policy. All appointments, whether for staff or volunteers, are carried out in accordance with England Boxing's Fair Recruitment and Selection Procedure, and anyone involved in staff and volunteer recruitment will be appropriately trained. All relevant aspects affecting the composition of the

work/volunteer force; including applications, short-listing, interviews, appointments, promotions, departures or dismissals, are monitored and the information obtained is actively used to devise action plans, positive action training and other steps to promote greater equality throughout the organisation's work/volunteer force.

Disciplinary cases and grievances are carried out in accordance with England Boxing disciplinary procedures and/or Employment Code of Practice, and those staff/volunteers involved in such cases are appropriately trained and/or experienced.

Discriminatory language and behaviour which offends or threatens colleagues or any others is not tolerated. Where necessary, action to deal with such instances will be taken under England Boxing and/or the organisation's disciplinary procedure.

England Boxing does not tolerate inappropriate language, behaviour or violence to staff or volunteers by service users, and again will take appropriate action to protect staff or volunteers if such incidents occur.

5 Training

England Boxing recognises the importance of developing staff or volunteers to meet the needs of a diverse range of users and to contribute fully to our strategic aims. A wide variety of training programmes is available to full time staff and the wider workforce (including volunteers).

6 Relations with outside organisations/contractors

England Boxing promotes its values on equality of opportunity in its dealings with members, partners and other outside organisations, contractors, and suppliers.

7 Communication

England Boxing will continue to make facilities accessible to enable staff and volunteers at all levels to communicate effectively with (for example, those people whose first language is not English, people who are deaf or have a hearing impairment, those who are blind or visually impaired).

8 Consultation

Individuals and organisations who represent the needs of all groups, will be consulted throughout the decision making process on issues which affect them, in order for England Boxing to maintain up-to-date awareness of their needs, requirements, and any reasonable adjustments.

9 Monitoring and evaluation

This policy will continue to be monitored and evaluated to ensure that it is kept relevant and up-to-date, by reviewing it annually. England Boxing will monitor its

use of services, participation, volunteer, employee, and community engagement. Action will be taken to deal with any disparities that are identified.

10 COMMITMENT TO EQUITY

England Boxing is committed to establishing the highest levels of equity by:

- (a) Producing a meaningful equity plan that addresses any real or perceived inequalities in the sport;
- (b) Providing education and awareness to all participants and employees regarding equity and future plans;
- (c) Continually evaluating and monitoring progress of the equity and inclusion plan;
- (d) Continually monitoring and reviewing its equity policies and carrying out regular annual review and a major review at least every three years;
- (e) Where necessary, supporting, encouraging and mentoring individuals within the sport of amateur boxing where such actions are deemed to further the aims of this policy;
- (f) Demonstrating our commitment and willingness to ensure all within amateur boxing are aware of our policy through the insistence that all clubs openly display this policy, the inclusion of this policy on the England Boxing website and its inclusion in England Boxing welcome packs and other relevant material;
- (g) Taking specific targeted action to engage with and attract under-represented areas of the community into amateur boxing in all disciplines.
- (h) Ensuring that appropriate resources are allocated to ensure the successful implementation of this equity policy.

11 Definitions

Direct discrimination: When a person or group is treated less favourably directly because of a personal characteristic, such as race, gender, disability, religion, age or sexual orientation. Direct discrimination is unlawful.

Indirect discrimination: Where a criterion, policy, procedure, practice or condition which applies equally to everyone has the effect of disadvantaging people from a particular group and cannot be justified. Indirect discrimination is unlawful.

Institutional discrimination: Where, for example, an organisation's processes, procedures, attitudes, behaviours or organisational structures, through unwitting prejudice, ignorance, thoughtlessness and stereotyping, amount to less favourable treatment. Institutional discrimination is unlawful.

Harassment: Unwanted conduct that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment having regard to all the circumstances and the perception of the victim; harassment can include behaviour that is offensive, frightening or in any way distressing. It may be intentional bullying which is obvious or violent, but it can also be unintentional or subtle and insidious. It may involve behaviour which may not be intended to be malicious but nevertheless is upsetting. It may be about the individual's personal identity or it may be about the identity of those with whom the individual associates. It may not be targeted at an individual(s) but consist of a general culture. Harassment is unlawful.

Victimisation: When an individual is treated detrimentally because they have made a complaint or intend to make a complaint about discrimination or harassment or have given evidence or intend to give evidence relating to a complaint about discrimination or harassment. Victimisation is unlawful. If victimisation happens or if organisations fail to take reasonable steps to prevent it from happening, they may be liable and may be ordered to pay compensation.

12 Implementation

The Board of Directors of England Boxing 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 outlined in the England Boxing Discipline and Appeals Procedures.

The England Boxing Compliance, Legal and HR sub-committee shall be responsible together with the England Boxing National Compliance Manager for compiling and achieving the equity plan and its implementation.

This policy has been adopted by the Board of Directors and shall be available through various means to all members of staff, athletes, coaches, officials and volunteers.

It shall be the responsibility of all within amateur boxing 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.

13 Disciplinary and grievance procedures

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.

England Boxing will ensure that individuals feel able to raise any grievance or complaint and no one will be penalised for doing so unless it is untrue and not made in good faith.

Procedures regarding Grievance, Discipline or complaints will follow the relevant England Boxing Procedures which can also be found at www.englishboxing.org

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1.3	Reviewed: CEO	Date: 21-06-2023
1.4	Reviewed CEO, and the Equality, Diversity and Inclusion Officer	Date 10-07-2023

Review Schedule		
<i>Date of Review</i>	<i>Version</i>	<i>Summary of Changes</i>
21-06-2023	1.3	Formatting and references – title changed to ‘Equity and Inclusion Policy’
10-07-2023	1.4	Updated definitions, restating legal framework