



Equality of Opportunities Policy

Contents

1. Foreword	2
2. What is the law?	2
3. What is equality in physical activity and sport?	2
4. Why a policy?	2
5. Policy statement	3
6. Policy objectives	3
7. Management practices	4
8. Employment	4
9. Training and development	4
10. Marketing and promotion	4
11. Implementing the policy	5
12. Monitoring and evaluation	5
13. Disciplinary and grievance policy and procedure	5



1. Foreword

London Sport recognises the value of physical activity and sport and the important role it plays in enhancing the quality of life.

London Sport is committed to increasing lifelong involvement in physical activity and sport across London and to improving standards and experiences through establishing a strong, sustainable infrastructure for physical activity and sport in London.

Our vision is “to make London the most physically active sporting city in the world” and we are committed to ensuring that opportunities are accessible to all those who wish to get into or stay involved in physical activity and sport

We are using The Equality Standard: A Framework for Sport to support us in realising this aim and in achieving continuous improvement in our equality work and have achieved the Foundation level of this Standard.

2. What is the law?

It is unlawful to discriminate directly or indirectly in recruitment or employment because of age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership. These are known as "protected characteristics".

3. What is equality in physical activity and sport?

Sports equality is about fairness, equality of access, recognising inequalities and taking steps to address them.

Sports equality is about making sure that people can realise their talent and fulfil potential.

Sports equality is about using the power of physical activity and sport to engage, unite and motivate people, promote social inclusion and improve the health and wellbeing of Londoners.

Sports equality is about individual and organisational responsibility to challenge discriminatory practice and promote inclusion.

4. Why a policy?

London Sport 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 physical activity and sport at all levels.

This policy has been produced to support the establishment of a sporting culture that seeks, respects, values and harnesses difference to the benefit of all. It is a framework through which we will attempt to positively eliminate all forms of discrimination, harassment and victimisation, ensure that everyone is treated fairly and ensure that equality of access becomes embedded within our work.



This policy has also been developed in line with legal responsibilities and requirements set out within the Equality Act 2010.

5. Policy statement

London Sport will ensure that equality and the needs of the population in London are given full regard in its policies, programmes and services for the provision of physical activity and sport.

London Sport will consult with organisations involved with equality and ensure that its policies, programmes and services are based on current research and best practice.

London Sport has an important role in creating a fair society through the services and programmes we provide, the people we employ and the money we spend.

London Sport is committed to advancing equality of opportunity between people; fostering relations between different communities; eliminating discrimination, harassment and victimisation.

Everyone is expected to share London Sport's commitment including people, organisations, and companies we work in partnership with and those who provide services on our behalf.

London Sport is fully committed to the principles of equality of opportunity and is responsible for ensuring that no job applicant, employee or volunteer 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 orientation or political belief.

London Sport will deliver this policy by building equality and diversity into all aspects of its work. All reasonable steps will be taken to ensure that employees and partners are committed to this policy.

London Sport is committed to creating a work environment free of harassment and bullying, where everyone is treated with dignity and respect and will address any form of discrimination that occurs within the organisation.

6. Policy objectives

We will ensure that there is strong organisational commitment to equality, which is clearly reflected in the culture, policies, working practices, attitudes and behaviours shown by the organisation and its staff.

7. Management practices

London Sport will ensure that commitment and responsibility for equality is placed at the most senior levels within the organisation including at Board level.

8. Employment

London Sport has developed employment policies and practices for its staff members to support this policy which include Grievance, Recruitment, Disciplinary and Whistleblowing policies.



London Sport will ensure that employees with line management responsibilities receive training on equitable recruitment, employment and management policies and practices.

This policy will form part of the employee handbook and will be discussed at induction training sessions and will support service planning and delivery.

London Sport will work with local partners and communities to clearly understand barriers to participation in physical activity and sport in London and develop solutions to overcome them.

London Sport will allocate resources to actively raise participation among under-represented groups.

London Sport will seek to actively involve Equality Partners and representatives from under-represented groups in its Strategy development and service planning.

9. Training and development

London Sport will assess the development needs of its staff and provide appropriate training to ensure that they have the required skills, knowledge and support to effectively carry out their roles and responsibilities.

London Sport will work with partners to ensure that appropriate sports equality training is accessible to sports club representatives, sports centre staff, coaches, volunteers, teachers, administrators and officials.

10. Marketing and promotion

London Sport will follow best practice principles in the design and production of marketing materials.

London Sport will ensure that information is conveyed to all sections of the community by using a range of methods and channels of communication.

11. Implementing the policy

The London Sport Equality and Diversity Committee will oversee the effective implementation of this policy and all employees have responsibility for its practical execution and encourage partners to support this policy.

Employees can be held personally liable as well as, or instead of, London Sport, for any act of unlawful discrimination. Employees who commit serious acts of harassment may be guilty of a criminal offence.

Acts of discrimination, harassment, bullying or victimisation against employees or customers are disciplinary offences and will be dealt with under the Company's disciplinary procedure. Conduct of this type will often be gross misconduct which can lead to dismissal without notice.



12. Monitoring and evaluation

This policy will be formally reviewed every 3 years unless any proposal to the London Sport Board/ Management Team or legislation change requires an interim review and/or amendment.

To ensure the effectiveness of our Equality policy we will carry out regular monitoring. We will monitor our workforce to find out whether it broadly reflects our local communities and to ensure our practices are free from discrimination. We will monitor those accessing our services to determine whether they are reaching the wider community. We will also seek feedback from employees, partners, service users and community representatives.

Core team delivery plans will be monitored and reviewed through regular line management meetings as well as part of each sections planning cycles and feedback given to the Equality sub group.

13. Disciplinary and grievance policy and procedures

To safeguard individual rights under this policy any employee, partner representative, participant, coach or volunteer who believes they have experienced discrimination (including bullying or harassment) or unfair practices while working for or with London Sport or accessing its services may raise the matter as follows:

Employees – Using the Grievance policy

Representative/participant/coach/volunteer – using the London Sport Complaints Procedure. It is important that an individual's experience is recorded and that the incident is resolved. Complaints will be taken seriously and London Sport will take action where this policy is breached. Breaches by employees of this policy will be treated as a serious offence, and may lead to disciplinary action, in accordance with 'Disciplinary' procedure.

London Sport encourages employees, and others that we deal with, who have serious concerns about any aspect of the Partnership's work to come forward and voice those concerns. London Sport promotes a 'Whistleblowing' policy, which makes it clear that an individual can raise concerns regarding malpractice or wrongdoing without fear of victimisation, subsequent discrimination or disadvantage.

If you require further information on this policy, please contact us: info@londonsport.org

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Next Review- December 2017