



# Equality, Diversity and Inclusion Policy

## 1. Introduction

Sportily is committed to encouraging equality, diversity and inclusion and to eliminating unlawful discrimination.

We will work to ensure that there is a culture of respect for each other and our diversity, and that no discrimination takes place on grounds of race, colour, nationality or ethnic or national origins, faith, religion, disability, age, gender, sexual identity or marital status, where any of these cannot be shown to be a requirement of the role concerned.

It is also our intention to take positive action to ensure equality of opportunity and of treatment on the matters specified above throughout our sphere of influence, in so far as it lies within our power.

Sportily opposes all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.

Sportily is committed to a climate in which everyone is treated fairly, with dignity and respect (See the Dignity and Respect Policy) and there is no Unacceptable Behaviour (UAB). This is based on the equal treatment of all individuals irrespective of race, colour, sexual orientation, nationality, ethnic origin, religion, belief, disability, age, gender or gender reassignment, trade union membership, pregnancy or maternity or marital or civil partnership status ('Protected Characteristics').

It is the responsibility of all who serve the organisation, both paid and voluntary, to abide by and to promote this statement, and any grievance, or other matter relating to it, should be taken up in the first instance with your Line Manager or Supervisor or, if necessary, either of the Co-CEO's. The Sportily Whistleblowing and Speaking Out Policy may also be referred to. Use of the organisation's grievance and/or disciplinary procedures does not affect an employee or workers' right to make a claim to an employment tribunal within three months of the alleged discrimination.

## 2. Equality, diversity and inclusion

Sportily believes in the equal worth of all and will make every effort to ensure that it does not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation in its recruitment, deployment, training or promotion or provision of opportunities.

Our tagline 'Run by Christians, Open to all' is a public display of this commitment.

Sportily aims to ensure:

- appropriate diverse representation among its Board, employees, workers, volunteers and Local Advisory Groups;
- that all are actively encouraged and enabled to participate in the opportunities that Sportily provides;
- that its promotional material recognises and positively displays such a range.

Sportily is committed to creating an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued. Please refer to our [Dignity and Respect Policy](#) for more information.

This commitment includes providing relevant training and information to those who serve within the organisation, about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include individuals conducting themselves to help the organisation provide equal opportunities, and prevent bullying, harassment, victimisation and unlawful discrimination.

Sportily will make opportunities for training, development and progress available to all who serve within the organisation, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised within the organisation.

## 3. Recruitment

It is our intention that recruitment, selection, training, consideration for promotion and general treatment for those who are employed by, or volunteering for Sportily, are available to all without unfair discrimination, and to ensure that no-one is disadvantaged in any of these matters by conditions or requirements that cannot be shown to be justifiable.

Sportily is committed to increasing the diversity of participation in sport and physical activity and recruiting and developing a team that reflects the communities we serve. We will therefore take active steps to encourage applications for both employed and volunteering roles from people from UK Minority Ethnic backgrounds.

Vacant posts will be advertised so that they are likely to come to the attention of candidates from a diverse range of backgrounds.

Sportily promotes equality of opportunity. However, in accordance with the Equality Act 2010 there may be an occupational requirement for employees or workers to be practicing Christians in order to take up some positions within the organisation.

Any posts attracting an occupational requirement will be advertised clearly as such and all information packs will contain the same information.

Sportily shall monitor the make-up of its employee, worker and volunteer teams regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in this policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plans, are working in practice and considering and taking action to address any issues.

Interviews will be held by more than one person and the panel will include both genders. At least one panel member should have undertaken Unconscious Bias training.

Sportily will review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

### 3. Complaint

All complaints of unlawful discrimination will be taken extremely seriously, whoever they are made by. Any misconduct identified may be dealt with under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.