

Diversity and Equity Policy

What is Diversity and Equity in physical activity (PA)?

Diversity is about recognising, respecting and valuing people's differences.

Equity is about providing each person with what they need to achieve the participation rates of the population as a whole. It is about recognising where inequalities exist and taking steps to address them.

It is about changing the culture and structure of PA and sport to become accessible to all regardless of race, economic status, gender, age, religion, disability, marital status or sexual orientation (LGBTQ).

It is about making sure that all people can take part in activities they enjoy and that are safe.

It is about making sure that all people have an opportunity to realise their talent and fulfil their potential throughout the sporting pathway.

It is about an individual's responsibility to challenge discriminatory practice and promote diversity and inclusion.

Active Partners Trust (APT)

Active Partners Trust (APT) is a company limited by guarantee and is applying to become a registered charity. Active Notts and Active Derbyshire are part of APT, working in each county to develop and deliver county specific strategies to increase the numbers of residents in both counties that lead active lives.

Legal Framework

APT recognises its legal obligations under the Equality Act 2010 (see Appendix 1).

Statement of Intent

Active Partners Trust wishes to act as an exemplar for diversity and equity within its sphere of influence. In doing so, APT commits to promoting good equitable practice within APT and with partners.

APT's stated strategic priority is to address inequity in activity levels in certain priority groups. The identification of the priority groups will be based on up to date insight, which will be reviewed on a regular basis. APT's people and financial resources will be focused on these priority groups.

APT is committed to progressing towards achieving gender parity and greater diversity generally on its Board, including, but not limited to, Black, Asian, minority ethnic (BAME) diversity and disability.

APT will regularly review and report on participation rates of priority groups and set targets where feasible.

APT will consult with expert and/or representative organisations to ensure that APT's activities are based on current insight and good practice.

APT will take positive action to ensure PA services and programmes are appropriate and accessible to every individual in Derbyshire and Nottinghamshire.

APT will ensure that its Safeguarding policy, procedures, guidance and training help the core team recognise the additional vulnerability of some children and adults at risk and the extra barriers they face due to e.g. race, sex, disability etc.

APT will ensure that responsibility and accountability for diversity and equity is placed firmly at the most senior level within the organisation (the Chair of the Board and the Chief Executive Officer) and delivery is the responsibility of all employees, volunteers and partners.

APT will deliver on this policy by building diversity and equity into all aspects of its work. All reasonable steps will be taken to ensure that employees, volunteers and partner organisations support this policy.

APT will ensure that no job applicant, Board Director, employee, volunteer, partner, participant, carer or spectator at an APT event, receives less favourable treatment (see appendix 1 for a full list of protected characteristics).

APT will take positive action through advocacy, training and mentoring to achieve a workforce and a governance structure that is representative of the populations in Derbyshire and Nottinghamshire.

APT will ensure that its employees, Board Directors, volunteers, partners, participants, carers and spectators are able to conduct their APT related activities free from harassment or intimidation. Appropriate HR policies and procedures will be in place to support this.

Implementation - General

Active Partners Trust will:

- agree an annual Diversity and Equity Action Plan within which specific roles, responsibilities and resources are allocated and targets are set. This will be agreed by the Board of Directors.
- progress against the Diversity and Equity Action Plan will be reviewed by the Board of Directors annually.

Implementation - Employment and Staffing

Active Partners Trust will:

- ensure that the training needs of all employees and Board Directors in relation to diversity and equity in PA and sport are identified and addressed,
- ensure that this policy is circulated to and is understood by all employees, Board Directors volunteers, partners and consultants and this will form part of any recruitment and subsequent induction process,
- take positive action to ensure that our employment practices are non-discriminatory,
- ensure that no job applicant will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job,
- working with partners, take positive action through advocacy, training and mentoring to develop the skills of individuals from under-represented groups so that they can better develop their careers within sport in Derbyshire and Nottinghamshire.
- ensure that all consultants demonstrate their commitment to the principles and practice of diversity and equity.

Implementation - Service Delivery

Active Partners Trust will:

- regularly liaise with expert and/or representative organisations in local places to shape the service we offer,
- ensure that the facilities we use are accessible to everyone,
- support and influence the place based networks to address local inequalities.

Implementation - Promotion and Communication

Active Partners Trust will:

- publish and promote this policy to partners,
- promote positive images and text relating to under-represented groups across a wide range of publications and formats,
- actively consider what is the best way to communicate a message in a specific place to reach the priority group and use this method/format where possible.

Monitoring and Evaluation

Active Partners Trust will regularly monitor, evaluate and review this policy and progress made against the annual action plan.

The CEO of Active Partners Trust has the overall responsibility and accountability for the implementation of this policy.

Disciplinary and Grievance Procedures

Active Partners Trust regards discrimination (direct and indirect), victimisation and harassment as defined in Appendix 2, as serious misconduct and any employee, Board Director or volunteer of Active Partners Trust, who discriminates against any other person will be liable to appropriate disciplinary action.

Any employee, Board Director or volunteer who believes he/she has experienced inequitable treatment within the scope of this policy may raise the matter through APT's Grievance Procedure.

Any partner, volunteer, participant or spectator involved in a APT event or programme who believes he/she has experienced inequitable treatment within the scope of this policy may raise the matter with the CEO of Active Partners Trust or through the APT Complaints Procedure.

Status of Policy

This policy replaces the APT Diversity Statement approved by the APT Board on 30/10/18.

Date of policy approval by APT Board	14/03/18
Date for policy review	March 2021

Obtaining Alternative Versions of this Summary

A copy of this document may also be made available in other formats and in some community languages on request.

Call Active Partners Trust on 0115 848 3469

Appendix 1 - Equality Act 2010

The Equality Act 2010 defines types of discrimination (protected characteristics) as follows:

It is against the law to discriminate against anyone because of:

- Age
- being or becoming a transsexual person
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion, belief or lack of religion/belief
- sex
- sexual orientation.

These are called 'protected characteristics'.

This protection from discrimination applies:

- at work
- in education
- as a consumer
- when using public services
- when buying or renting property
- as a member or guest of a private club or association.

Appendix 2 - Types of Discrimination

- Direct Discrimination - treating someone with a protected characteristic less favourably than others
- Indirect Discrimination - putting rules or arrangements in place that apply to everyone, but that put someone with a protective characteristic at an unfair disadvantage
- Harassment - unwanted behaviour linked to a protective characteristic that violates someone's dignity or creates an offensive environment for them
- Victimisation - treating someone unfairly because they have complained about discrimination or harassment.