



## UK Wallball Equality and Diversity Policy

Last updated: Oct, 2020.  
Next review: Oct 2023.

### 1. Statement of Intent

Valuing diversity, reducing inequality and ensuring all people are treated with dignity and respect are core themes for the UK Wallball Association. UK Wallball is committed to building an environment that celebrates diversity and tackles all forms of discrimination. We will promote equality of opportunity across all equality groups, working to be a role model on equality issues. The commitment outlined in this policy covers all aspects of the organisation and it is expected that all employees, consultants, agency workers, parents/carers and volunteers who work on behalf of, represent or engage with the UK Wallball Association will adhere to the principles of this policy.

Everyone involved in the UK Wallball Association plays a part in making sure all aspects of our work are inclusive and welcoming of diversity. The UK Wallball Association is committed to ensuring that all people irrespective of their protected characteristics of age, disability, colour, race, ethnic origin, gender, gender reassignment, marital or civil partnership status, pregnancy, nationality, religion or sexual orientation have a genuine and equal opportunity to participate in all UK Wallball Association activities.

The UK Wallball Association is fully committed to the elimination of unlawful and unfair discrimination and values the differences that a diverse workforce brings to the organisation. This policy has been produced to try to prevent and address any unlawful discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect. The UK Wallball Association shall also promote dignity in the workplace through its separate dignity at work policy.

The implementation of this policy and completion of the action areas will be the responsibility of the Chief Executive who will involve all senior managers and staff at all levels in the implementation of the policy. It is the responsibility of everyone involved in the UK Wallball Association to ensure the principles of the Equality and Diversity Policy are understood and implemented.

### 2. Legal Requirements and Definitions

The commitments outlined within this policy are underpinned by the UK Wallball Association's legal obligations. The UK Wallball Association takes all claims of inappropriate behaviour, bullying, harassment and/or discrimination, whether direct or indirect by anyone involved with the UK Wallball Association seriously. These claims will be dealt with through the appropriate disciplinary procedures.



Discrimination can take many forms including verbal, physical and online abuse. It is necessary for people to be aware of the different types of discrimination and the impact their actions have on others.

- Direct discrimination is where a person is treated less favourably than another person because of a protected characteristic. An example of direct sex discrimination would be refusing to employ a woman because she was pregnant;
- Discrimination by association is direct discrimination against someone because they are associated with another person who possesses a protected characteristic (e.g. carers of disabled people);
- Discrimination by perception is direct discrimination against someone because the other person thinks they possess a particular protected characteristic (e.g. a heterosexual man who is perceived to be gay);
- Indirect discrimination occurs where a provision, criterion or practice is applied such that it would be to the detriment of a considerably larger proportion of the relevant group to which the individual belongs than to others. This would not be objectively justifiable and would be to the individual's detriment. An example of indirect disability discrimination could be requiring interview candidates to quickly read and interpret a long piece of text that could put people with dyslexia at a disadvantage or requiring people to be clean shaven can put some religious groups at a disadvantage.
- Harassment is defined as unwanted conduct that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for that person, even if this effect was not intended by the person responsible for the conduct. Employees can now complain of behaviour they find offensive even if it is not directed at them.
- Victimisation is considered to take place where someone is treated less favourably than others because they have alleged or supported a complaint or grievance or have given evidence in relation to a complaint.
- Bullying may be defined as behaviour which is offensive, intimidating, malicious, insulting or an abuse of power through means intended to undermine, humiliate, denigrate or injure. Bullying is not limited to but can include racist, sexist and homophobic language and/or abuse.

The UK Wallball Association regards discrimination, harassment, bullying or victimisation as gross misconduct and could lead to dismissal without notice. All complaints will be taken seriously and appropriate measures including disciplinary action may be brought against any individual who unlawfully discriminates against, harasses, bullies or victimises any other person.

### 3. Expectations

#### 3.1 As an Employer the UK Wallball Association will:

- Create an environment where equality and diversity is valued, promotes dignity and respect and all forms of discrimination and inappropriate behaviour challenged and dealt with through the appropriate disciplinary channels;



- Continue to lead by example in the development, treatment and consideration of its employees and volunteers and their diverse needs;
- Operate an open and fair recruitment and selection process and encourage applications from all groups in the community;
- Selection for employment, promotion, training or other benefit will be on the basis of aptitude and ability. (Volunteer recruitment will follow the same principle);
- Require all existing and new employees and volunteers to attend equality and diversity training and provide additional and appropriate training and guidance to employees and volunteers in fulfilling their role and responsibilities;
- Provide training to managers to enable them to recognise and challenge unlawful practices and deal effectively with complaints of bullying and harassment;
- Deter discrimination by making it clear that discrimination is unacceptable and will be treated as a serious disciplinary offence;
- Investigate any complaint of discrimination on any grounds in line with the UK Wallball Association's complaints procedure; and
- Regularly review policies and procedures to ensure they are in line with best practice and all legal requirements.

### 3.3 As an Organisation the UK Wallball Association:

- Aims to create an environment in which partners, schools, NGB's and children are respected and valued for the diversity and individuality they bring to the organisation;
- Will not tolerate discrimination, harassment and bullying by any individual towards other individuals whilst engaged in any UK Wallball Association activities;
- Reserves the right to withdraw the services if a partner, school, NGB if they do not refrain from their discriminatory behaviour. This decision will only be taken after a full investigation in the circumstances.

### 3.3 The UK Wallball Association expects everyone involved with a UK Wallball Association activity to:

- Fully adopt and embrace the ethos of equity and diversity as outlined in this policy;
- Be respectful of all others and not discriminate, bully, harass or victimise anyone;
- Respect individual difference based on any characteristic;
- Where necessary explain the policy and its implications to children;
- Be role models for everyone involved in UK Wallball Association activities;
- Report all forms of discrimination, bullying, harassment and victimisation to the UK Wallball Association by emailing [admin@ukwallball.co.uk](mailto:admin@ukwallball.co.uk) and
- Assist the UK Wallball Association in any investigation and provide accurate unbiased information.



#### 4. Breach of Policy

As stated throughout this policy, the UK Wallball Association takes seriously all cases of harassment, bullying, discriminations and victimisation. Any employee, parent, consultant, volunteer who works on behalf of, represent or engages with the UK Wallball Association who display any behaviour which is contrary to this policy or its intent will be subjected to the appropriate disciplinary procedure. Any individual may raise a complaint and no employee, volunteer will be penalised for doing so unless it is without foundation and not made in good faith. - whistleblowing

#### 5. Monitoring and Review

Diversity monitoring is considered an essential process for the UK Wallball Association to identify patterns and highlight areas of concern. Diversity information provided by job applicants, employees and volunteers for monitoring purposes is kept confidential and in line with the Data Protection Act 1998.

UK Wallball will consider and take any appropriate action to address any problems which may be identified as a result of the monitoring process. UK Wallball cannot lawfully discriminate but UK Wallball may use appropriate lawful methods, including lawful positive action, to address the under-representation of any group which UK Wallball identifies as being underrepresented in particular types of job.

This policy will be monitored periodically by UK Wallball to judge its effectiveness and will be updated in accordance with changes in the law.