

# INTERNATIONAL NETBALL FEDERATION LIMITED

## EQUALITY AND DIVERSITY POLICY

The International Netball Federation Limited (INF) Board of Directors believes it is imperative to ensure everyone connected with international netball understands the importance of Equality, Diversity and Inclusion in the world of netball. The aim, through International Events, is to create an environment in which there is equality of opportunity and where people treat each other with mutual respect.

### 1. Policy Objectives

1.1 International Netball Federation Limited (INF) is fully committed to the principles of equality of opportunity and is responsible for ensuring that no employees, job applicants, office holders, volunteers, consultants or members of committees and panels (together "Stakeholders") are unlawfully discriminated against because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including ethnic origin, nationality and colour), religion or belief, sex and sexual orientation (together the "Protected Characteristics").

1.2 INF aims to ensure that there will be open access to all those who wish to participate in any aspect of netball activities at meetings and International Events and those Stakeholders are treated fairly, equally and with respect.

1.3 In addition INF recognises that we live in a diverse society and will endeavour to ensure that all Stakeholders are given the same opportunities regardless of their socio-economic backgrounds.

1.4 Internally, INF is fully committed to the elimination of unlawful and unfair discrimination and values the differences that a diverse workforce brings to the organisation. Equality will also be promoted as part of INF's behaviour and values.

1.5 INF requires all Members and Regional Federations to adopt and/or demonstrate their commitment to the principles and practice of equality as set out in this Equality and Diversity Policy by implementing policies and practices which are consistent with the values contained herein.

1.6 This policy sits alongside all other INF policies, codes and regulations including, but not limited to, the INF Code of Conduct and the INF Code of Ethics, and adherence will be managed through the INF Disciplinary and Dispute Resolution Regulations (DDR Regulations).

### 2. Purpose of the Policy

2.1. This policy has been produced to try to address and prevent any unlawful discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against Stakeholders that may preclude them from participating fully in any aspect of INF meetings and International Events.

2.2. Equality is about respecting people's individuality. In doing so INF recognises that this policy must provide flexibility in order to ensure a service, which is adaptive to individuals' needs, thus enabling all in our society to participate without prejudice or unnecessary barriers.

### 3. Legal Requirements

3.1. INF is required not to unlawfully discriminate against its Stakeholders and recognises its legal obligations under, and will abide by the requirements of, appropriate equality related legislation that may be relevant to INF.

3.2. INF will seek advice each time this Equality and Diversity Policy is reviewed to ensure it continues to reflect the current legal framework and good practice as the world governing body of netball.

### 4. Discrimination, Harassment and Victimisation

4.1 INF recognises the following as being unacceptable:

4.1.1 Unlawful discrimination, which can take the following forms:

- (a) Direct Discrimination: treating someone less favourably than you would treat others because of a Protected Characteristic.

- (b) Indirect Discrimination: applying a provision, criterion or practice which, on the face of it, applies equally to all but which, in practice can disadvantage individuals with a particular Protected Characteristic. Such requirements or conditions are lawful only if they can be objectively justified.
- (c) Harassment: engaging in unwanted conduct relating to a relevant Protected Characteristic or unwanted conduct of a sexual nature where the conduct has the purpose or effect of violating the recipient's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient, or any other individual affected by such conduct. INF is committed to ensuring that its Stakeholders are able to conduct their activities free from harassment.
- (d) Bullying: the misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence.
- (e) Victimisation: subjecting someone to a detriment because he or she has in good faith taken action under the relevant legislation by bringing proceedings, giving evidence or information in relation to proceedings, making an allegation that a person has contravened any aspect of the relevant legislation or doing any other thing for the purpose of or in connection with any relevant legislation.

4.1.2 INF regards discrimination, harassment, bullying or victimisation, as described above, as serious misconduct. All complaints against Stakeholders will be taken seriously and appropriate measures, which may including disciplinary action being brought against any Stakeholder who unlawfully discriminates against, harasses, bullies or victimises any other person.

## **5. Reasonable Adjustments**

5.1. When any decision regarding reasonable adjustments is made about an individual, the only personal characteristics that may be taken into account are those that are consistent with any relevant legislation and are relevant to the substance of the decision being made.

5.2. INF recognises that it has a duty to make reasonable adjustments for disabled persons. INF will consider all requests for adjustments and where possible will accommodate reasonable requests and will work with disabled Stakeholders to implement any adjustments that will enable them to participate more fully in netball related activities. In addition, when acting as a service provider, the INF and each Member has an obligation to think ahead and address any barriers that may impede disabled people from accessing its services and events.

## **6. Transgender Athletes**

INF considers that netball is a gender affected sport and refers any transgender athletes to its policy relating to participation by transgender persons.

## **7. Responsibility, Implementation and Communication**

7.1. The following responsibilities will apply:

7.1.1. The Board of INF is responsible for ensuring that this Equality and Diversity Policy implemented, followed and reviewed when appropriate. The INF Board is also responsible for ensuring that this policy is enforced and any breaches are dealt with appropriately. The Chief Executive Officer has overall responsibility for the implementation of this policy although this will be managed by the Board or a sub-committee of the Board;

7.1.2. A member of the Board will be appointed as the "Equality Champion" and will ensure that equality is included as an agenda item at Board meetings when appropriate and that the Board takes equality issues into consideration when making decisions.

7.1.3. All Stakeholders, including members, have responsibilities to respect, follow and promote the spirit and intentions of this policy.

7.2. This Equality and Diversity Policy will be implemented as follows:

- 7.2.1. INF will regularly review its employment practices to ensure continuing compliance with relevant legislation, and where possible good practice. All job packs sent out by INF will contain a statement regarding equal opportunities;
- 7.2.2. No applicant for any post (including job applicants, volunteers, consultants, advisers, and supplier) will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unlawful discrimination;
- 7.2.3. All Stakeholders will be required to adhere to this policy. INF Members and partner organisations will be required to abide by the principles of this Equality and Diversity Policy and it will be referred to in any service level agreements or contracts issued by INF.

7.3. This Equality and Diversity Policy will be communicated in the following ways:

- 7.3.1. The policy will be included in any employee handbook (or equivalent paper or electronic document);
- 7.3.2. The policy will be highlighted in all staff and volunteer inductions carried out by or on behalf of the INF;
- 7.3.3. A copy of this policy will be publicly available on the INF website and copies will also be available from the INF Secretariat. All Members will be made aware of the Policy and will be required to adhere to it as a condition of organising or hosting an International Event;
- 7.3.4. INF will promote continuing professional development for all employees and volunteers to support equal opportunities within the organisation and, where appropriate, provide specialist facilities, adapted conditions, equipment or training.

## **8. Commitment to Action**

- 8.1. INF will review, maintain and monitor an equality action plan to ensure the objectives of this Equality and Diversity Policy are consistently delivered throughout all areas of the organisation.
- 8.2. INF recognises that, in some cases, to further the principle of equality, an unequal distribution of resources is required. If appropriate, and proportionate, the INF Board may take positive action or introduce special measures to assist any group with a Protected Characteristic which is currently under-represented within any group of Stakeholders.

## **9. Monitoring and Evaluation**

- 9.1. This policy will be reviewed every four years, unless any proposal to the Board or legislation change requires an interim review and/or amendment.
- 9.2. This Equality and Diversity Policy will remain in force until it is amended, replaced or withdrawn.
- 9.3. The equality action plan, created to ensure the objectives of this Equality and Diversity Policy are delivered, will be reviewed by the Board not less than once every 24 months.

## **10. Disciplinary and Grievance Procedures**

- 10.1. To safeguard individual rights under this policy, any Stakeholder who believes they have suffered inequitable treatment within the scope of it may raise the matter through the appropriate procedure, either the employee grievance procedure or the INF DDR Regulations.
- 10.2. Appropriate disciplinary action will be taken under the employee disciplinary procedure or the INF DDR Regulations against any INF Stakeholder and/or Member who violates this policy at an International Event.
- 10.3. An individual raising a grievance under this policy will not be penalised for doing so unless it is untrue or is not made in good faith.
- 10.4. As with all disciplinary and grievance procedures, the final point of appeal relating to this policy is the appeal panel under the INF DDR Regulations.

## 11. Definitions

Capitalised terms in this policy will have the meanings given to them in the Appendix. Unless the context otherwise requires, words denoting any one gender include all others and words denoting the singular include the plural and vice versa.

## 12. Commencement

This policy was approved by the INF Board on 6<sup>th</sup> November 2014 and will come into operation on 1<sup>st</sup> January 2015.

### APPENDIX

#### DEFINITIONS

**Articles** mean the Articles of Association of INF, as amended from time to time.

**Board** means the board of directors of INF, elected pursuant to the Articles

**DDR Regulations** means the INF Disciplinary and Dispute Resolution Regulations, as amended from time to time

**Diversity** means recognising and valuing individual and group differences.

**Equal Opportunities** is the policy of treating employees and volunteers without discrimination relating to the Protected Characteristic.

**Equality** in sport is about treating all people with dignity and respect, paying due regard to their personal characteristics or circumstances. It's about fairness, equality of access, recognising inequalities and taking steps to address them. It is about evolving the culture and structure of netball to ensure that it becomes equally accessible to all members of society, whatever their age, gender, ability, race, religion/belief, ethnic origin, colour, nationality, social status or sexual orientation.

**Equality and Diversity Policy** means this policy, as amended from time to time.

**Equality of Opportunity** is about treating individuals equally, which is not necessarily the same as treating them the same. In some cases the need for equality may require unequal effort to ensure the principle is achieved.

**INF** means the International Netball Federation Limited.

**International Event** means a duly-sanctioned match, competition or event contested by national representative teams or by teams under the jurisdiction of different National Associations or by teams representing different Regional Federations.

**Member** means an entity that has been admitted as a member of INF in accordance with the Articles.

**Protected Characteristics** has the meaning given to that term in clause 1.1.

**Regional Federation** means a regional federation established in accordance with the Articles (as amended from time to time).

**Sports Equality** is about an individual's and an organisation's responsibility to challenge discriminatory practice and promote inclusion.

**Stakeholder** has the meaning given to that word in clause 1.1.