

 YOUTH SPORT TRUST	POLICY	Document Number: EDPo01
	EQUALITY, DIVERSITY & INCLUSION POLICY	Version number: 3 Updated: September 2023 Next Review Date: September 2025

v.	Latest Amendment Details	Authorised by
3	Minor updates following internal and external review	Board

Statement of Intent

Valuing diversity, reducing inequality, and ensuring all people are treated with dignity and respect are fundamental to the Youth Sport Trust (YST). We make a firm commitment to developing and supporting our people, so we have a focused, agile, and disciplined work force, properly and appropriately skilled to support the delivery of the organisation’s priorities and objectives, enabling YST to respond to challenges of all young people in today’s society.

Our vision is a future where every child enjoys the life-changing benefits that come from play and sport.

YST is committed to building an environment that celebrates diversity and tackles all forms of discrimination. We will promote equality of opportunity, work to understand and address the barriers that people face in order to access and fully participate in YST activities. The commitment outlined in this policy covers all aspects of the organisation and it is expected that all those who work on behalf of, represent or engage YST will adhere to the principles of this policy.

The policy applies to all employees, workers, trustees, contractors and volunteers. Everyone involved in YST plays a part in making sure all aspects of our work are inclusive and welcoming of everyone. YST is committed to ensuring that all people irrespective of their protected characteristics of age, disability, colour, race, ethnic origin, sex, gender identity, gender expression, marital or civil partnership status, sexual orientation, pregnancy, nationality, religion or belief have a genuine and equal opportunity to participate in all YST activities.

YST believe achieving greater diversity, advancing equality of opportunity, and establishing strong inclusive cultures is everyone’s responsibility.

YST 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. YST shall uphold its internal values of trust, integrity, collaboration, courage, inclusion and responsibility and 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 Board and Chief Executive who will involve all senior managers and staff at all levels. It is the responsibility of everyone involved in YST to ensure the principles of the Equality, Diversity and Inclusion Policy are understood and implemented.

Legal Requirements and Definitions

The commitments outlined within this policy are underpinned by YST’s legal obligations as determined by the Equality Act 2010. YST takes all claims of inappropriate behaviour, bullying, harassment and/or discrimination, whether direct or indirect by anyone involved with YST 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 discrimination would be refusing to employ a woman because she was pregnant or refusing to work with someone based on their trans status.
- 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 or bi);
- 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 is requiring an interview candidate 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, unfairly criticise or injure. Bullying is not limited to but can include racist, sexist and homophobic/biphobic/transphobic language and/or abuse.

YST 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.

Expectations

As an Employer YST will:

- Create an environment where equality and diversity is valued, dignity and respect is promoted and all forms of discrimination and inappropriate behaviour are challenged and dealt with through the appropriate disciplinary channels;
- Recognise the reality that people often experience marginalisation or discrimination on multiple fronts and will support all staff to increase their knowledge and understanding through peoples lived experiences;
- Continue to lead by example in the development, treatment and consideration of its people and their diverse needs;
- Operate an open and fair recruitment and selection process and encourage applications from all groups in the community;
- Ensure selection for employment, promotion, training or other benefits will be on the basis of aptitude and eliminate the likelihood of bias (trustee and volunteer recruitment will follow the same principle);
- Empower our staff and ensure that the pathways into leadership positions are open to all

- Require all existing and new employees and volunteers to attend regular equality, diversity and inclusion 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 it is unacceptable and will be treated as a serious disciplinary offence;
- Investigate complaints of discrimination on any grounds in line with YST's disciplinary procedure; and
- Regularly review policies and procedures to ensure they are in line with best practice and all legal requirements.

As an Organisation YST:

- Aims to create an environment in which everyone is respected and valued for the diversity and individuality they bring;
- Will not tolerate or allow to go unchallenged any form of discrimination, harassment and bullying by any individual towards other individuals whilst engaged in any YST activities;
- Reserves the right to withdraw their services if anyone they are working with (including but not limited to, partner, school, NGB) participates in discriminatory behaviour. This decision will only be taken after a full investigation in the circumstances.
- Fully support employees who speak out about discriminatory behaviour they have witnessed or experienced through reporting.

YST expects everyone involved in activity connected to YST, including those who advocate our work, 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 others including children;
- Be role models for everyone involved in YST activities;
- Challenge, where appropriate, and report all forms of discrimination, bullying, harassment and victimisation to YST by emailing safeguarding@youthsporttrust.org; and
- Assist YST in any investigation and provide accurate unbiased information.

Breach of Policy

As stated throughout this policy, YST takes seriously all cases of harassment, bullying, discrimination and victimisation. Any employee, worker, trustee, consultant, volunteer who works on behalf of, represents or engages with YST who displays 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, worker or volunteer will be penalised for doing so unless it is without foundation and not made in good faith. Please refer to the Whistleblowing Policy.

Additional Advice and Support

In addition to gaining any advice or support from your line manager or the HR Team on how this policy is enacted withing YST, you can also speak to the following support groups:

- YST Employee Forum
- YST EDI Management Group

Monitoring and Review

Diversity monitoring is considered an essential process for YST to identify patterns and highlight areas of concern. Diversity information provided by job applicants, employees, workers, trustees and volunteers for monitoring purposes is kept confidential and in line with the current Data Protection legislation.

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

YST cannot lawfully discriminate but may use appropriate lawful methods, including lawful positive action, to address the under-representation of any group which YST identifies as being under-represented.

This policy will be reviewed at least once every two years and more frequently, if required, in the event of changes to related legislation.