



# Basketball Wales

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## *Equality & Diversity Policy*

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**Board Review & adoption 21/6/17  
Review Date: June 2020**



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# ***Promoting Quality Championing Diversity Including Everyone***

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## **1. STATEMENT OF INTENT**

Basketball Wales the Governing Body for Basketball in Wales aim to grow and sustain the sport and ensure it is inclusive and accessible to every community. Working together we will develop and implement practices that proactively grow the sport by welcoming difference and accepting diversity to reach new and lapsed participants.

We will continue to build an environment that celebrates diversity and is unapologetic in tackling all forms of discrimination. We will promote equality of opportunity across all equality groups, working to be considered a leader in and role model on equality issues. We will embed the Fair Play values within all sections of Basketball Wales to further promote equality, diversity and inclusion. The commitment outlined in this Policy covers all aspects of the basketball and it is expected that all employees, players, parents, coaches, officials and volunteers who work on behalf of, represent or engage with Basketball Wales will adhere to the principles of this Policy.

Everyone involved in Basketball Wales plays a part in making the sport inclusive and welcoming of diversity. Basketball Wales aim to ensure that all people irrespective of their age, disability, ethnicity, gender, gender reassignment, marital or civil partnership status, pregnancy or maternity, religion or sexual orientation have a genuine and equal opportunity to participate in basketball at all levels and in all roles.

It is the aim of Basketball Wales in its relationships with its members, staff, volunteers and in the provision of its services, not to disadvantage any individual by imposing any conditions or requirements which cannot be justified. In pursuance of this Policy, Basketball Wales may take special measures or positive action in favour of any group which is currently under-represented in its membership, representative bodies, registered places-to-play or its workforce. Any positive action will be done in accordance with the law and no to the detriment of any other group. It is the responsibility of everyone involved in Basketball Wales to ensure that the principles of the Equality and Diversity Policy are understood and implemented.

## **2. Legal Requirements**

The commitments outlined within this Policy are underpinned by Basketball Wales legal obligations under the Equality Act 2010, Rehabilitation of Offenders Act 1974, Prevention from Harassment Act 1997. Basketball Wales takes all claims of inappropriate behaviour, bullying, harassment and/or discrimination, whether direct or indirect by anyone involved with Basketball Wales seriously. These claims will be dealt with through the appropriate disciplinary procedures. Discrimination can take many guises including verbal, physical, and online abuse. It may not always be and therefore it is necessary for people to be aware of the different types of discrimination and the impact their actions have on others.

- (i) Direct discrimination is where someone is treated less favourably than another person because of a protected characteristic.
- (ii) Discrimination by association is direct discrimination against someone because they are associated with another person who possesses a protected characteristic.
- (iii) Discrimination by perception is direct discrimination against someone because the other person thinks they possess a protected characteristic.
- (iv) Indirect Discrimination occurs where the effect of certain requirements, provision or practices imposed by an organisation has an adverse impact disproportionately on one group or other. Indirect discrimination generally occurs

when a rule or condition, which is applied equally to everyone, can be met by a considerably smaller proportion of people from a group; the rule is to their advantage and it cannot be justified on other grounds.

(v) Harassment is defined as unwanted conduct that violates people's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment. In determining whether conduct can reasonably be considered as having such effect, the perception of the Complainant will be considered.

(vi) Bullying may be defined as behaviour which is offensive, intimidating, malicious, insulting or an abuse of power through means intended to undermine, humiliate, degrade or injure. Bullying is not limited to but can include racist, sexist and homophobic language and/or abuse.

(vii) Victimisation is illegal and considered to take place when someone is treated badly because they have made/supported a complaint or grievance.

3. **As a governing body Basketball Wales will:**

- Build an environment where equality and diversity are valued, and all forms of discrimination and inappropriate behaviour challenged and dealt with through the appropriate disciplinary channels.
- Ensure everyone involved with Basketball Wales – staff, players, volunteers, parents and coaches are treated fairly and consistently.
- Ensure complaints of discrimination on any grounds will be investigated in line with disciplinary policies and procedures.
- Communicate this Policy and other messages on equality and diversity.
- Proactively encourage the involvement for all people regardless of background, ability or personal characteristics.
- Promote Fair Play values across Basketball Wales and take appropriate action where they are breached.
- Ensure all competitions organised and run by Basketball Wales are done so in a fair and equitable way.
- Monitor and review all policies and procedures in line with current best practice and evidence.

4. **Basketball Wales Expects Everyone Involved To:**

- Fully adopt and embrace the ethos of equality and diversity as outlined in this Policy.
- Fully adopt, embrace and promote the Fair Play values.
- Be respectful of all others involved within Basketball Wales and not discriminate, bully, harass or victimise anyone.
- Be a role model for Basketball Wales and its players, volunteers and the diversity that they bring to the game.
- Respect individual difference based on any characteristic.
- Actively encourage and welcome others interested in participating;
- Where necessary explain the Policy and its implications to children;
- Report all forms of discrimination, bullying, harassment and victimisation to Basketball Wales, by emailing the safeguarding and welfare officer.
- Assist Basketball Wales in any investigation and provide accurate unbiased information.