

# BGA EQUITY and EQUAL OPPORTUNITIES POLICY

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## 1. Statement of Intent

- 1.1 The BGA is fully committed to the principles of equality of opportunity and is responsible for ensuring that no job applicant, employee, contractor, volunteer or participant in BGA organised activity receives less favourable treatment on the grounds of:
- Age
  - Gender
  - Disability
  - Race
  - Ethnic origin
  - Nationality
  - Colour
  - Parental or marital status
  - Pregnancy
  - Religious belief
  - Class or social background
  - Sexual orientation
  - Political belief

- 1.2 The BGA will take all reasonable steps to ensure that there will be open access to all those who wish to participate in all aspects of gliding activities and that they are treated fairly.

The sport is suitable for men and women of any age. However there are certain practical limitations:

- The design limitations of the gliders and the Certificates of Airworthiness for the gliders place a minimum and maximum weight and height limit for any occupant(s).
- Young people are welcome. The Club will require parent or guardian approval in writing before flying. Unavoidable insurance requirements may restrict activities above or below a stated age.
- The BGA will encourage clubs, where possible, to offer trial lessons and club membership to people with physical or sensory disabilities. However, some medical conditions make it impractical for a person to fly due to the physical requirements of the sport.
- Duty of care prevents clubs from offering flying to persons who do not have the mental ability and maturity to fully understand and act appropriately on in-flight instructions – including during an emergency – given by the pilot in command. The safety of the participant and the instructor will always be paramount and the final decision about whether a prospective participant can be flown will always rest with the pilot in command.

The BGA will encourage clubs to offer flexible training opportunities to participants based on their individual abilities, needs and requirements, in order to support their progression and growth within the sport.

- 1.3 The BGA shall appoint, train, develop and promote on the basis of merit and ability. However, the BGA recognises that, in some cases, to achieve the principle of equality, unequal effort is required and, if appropriate, will consider positive action to tackle underrepresentation.
- 1.4 The BGA regards discrimination, harassment or victimisation as serious misconduct and any member of staff, contractor or volunteer who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action.
- 1.5 The BGA encourages BGA member clubs to act fairly towards their members and to offer equal opportunities to all current and potential participants.

## 2. Purpose of the Policy

- 2.1 The BGA recognises that it is possible that certain sections of the community may have been affected by past discrimination and may have been denied the opportunity to participate equally and fully in sport at all levels.

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- 2.2 This policy has been produced to prevent any potential discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against its employees, contractors, volunteers and those participating in BGA controlled activity.

## 3. Equity

- 3.1 The BGA is committed to ensuring that equity is incorporated across all aspects of its development and activities. In doing so it acknowledges and adopts the following definition of sports equity, (taken from both Sport England's and Sport Scotland's definition):

*Equity is not about equal numbers, and it is not necessarily about treating everyone equally. It is concerned more with fairness, justice, inclusion and respect.*

*Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them, including giving differential support to those who experience difficulties, helping to overcome them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.*

- 3.2 The BGA respects the rights, dignity and worth of every person and will treat everyone fairly within the context of their sport.

## 4. Legal Requirements

- 4.1 The BGA is required by law not to discriminate against its employees, contractors, volunteers and those participating in any BGA controlled activity and recognises its legal obligations under, and will abide by the requirements of, the following:

- Equal Pay Act 1970
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Acts 1975, 1986 & 1999
- Race Relations Act 1976 and the Race Relations Amendment Act 2000
- Children Act 1989
- Disability Discrimination Act 1995
- Human Rights Act 1998
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion and Belief) Regulations 2003
- Gender Recognition Act 2004
- Civil Partnership Act 2004
- Employment Equality (Age) Regulations 2006
- Racial and Religious Hatred Act 2006
- Equality Act 2006
- Any later amendments to the above Acts/regulations, or future Acts/regulations that are relevant to the BGA.

## 5. Responsibility, implementation and communication

- 5.1 The following responsibilities will apply:
- 5.1.1 The BGA Executive Committee is responsible for ensuring that this Equity and Equal Opportunities Policy exists, is kept up-to-date, and is followed and for dealing with any actual or potential breaches.
- 5.1.2 The Chief Executive has the overall responsibility for the implementation of the Equity and Equal Opportunities Policy.

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- 5.1.3 A specific member of staff, designated by the Chief Executive, has the overall responsibility for ensuring that the policy is effectively implemented and this will form part of their work programme.
- 5.1.4 All employees, contractors, volunteers and participants have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy and, where appropriate, individual work programmes will be amended to include equality related tasks.
- 5.2 The amended policy will be implemented immediately following AGM agreement and, at a corporate level, will result in the following:
  - 5.2.1 A copy of this document will be available to all staff (both permanent and contract), volunteers and member clubs of the BGA.
  - 5.2.2 The BGA will take measures to ensure that its employment practices are non-discriminatory.
  - 5.2.3 No applicant (either for a remunerated or volunteer role), will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unfair discrimination.
  - 5.2.4 A planned approach will be adopted to eliminate barriers which discriminate.
  - 5.2.5 The BGA will ensure that consultants and advisers used by the BGA can demonstrate their commitment to the principles and practice of equality and that they abide by this policy.
- 5.3 The revised policy will be communicated in the following ways:
  - 5.3.1 It will be part of the staff handbook and reference will be made to it in any codes of conduct.
  - 5.3.2 It will be covered in all staff and volunteer induction training
  - 5.3.3 All member clubs will be made aware of the policy's existence when they join and a summary of any revisions will be circulated to clubs and published in the BGA's monthly newsletter and 'Sailplane and Gliding' as appropriate.
  - 5.3.4 It will be available on the BGA website.
  - 5.3.5 At time of review, a mechanism will be put in place to allow all staff, contractors, and volunteers to be part of the process.

## 6. Review

- 6.1 Once approved, the policy will apply for 3 years before a formal review takes place, unless any proposal to the BGA Executive Committee, or legislation change, requires an interim review and/or amendment.
- 6.2 The effectiveness of the policy will be reviewed by the Chief Executive and the Lead Equality Officer on an annual basis, with the results being reported to the BGA Executive and publicised as appropriate.

## 7. Disciplinary and Grievance Procedures

- 7.1 To safeguard individual rights under the policy, an employee (staff or contractor), volunteer or participant in BGA controlled activity, who believes they have suffered inequitable treatment within the scope of the policy, may raise the matter through the appropriate grievance procedure.
- 7.2 Appropriate disciplinary action will be taken against any employee, volunteer or participant who violates the BGA's Equity and Equal Opportunities Policy.
- 7.3 An individual may raise any grievance and they will not be penalised for doing so unless it is untrue and not made in good faith.

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7.4 As with all grievance procedures, the final point of appeal relating to this policy is the BGA Executive Committee.

Signed



(Name) Patrick Naegeli BGA Chairman

Date of adoption 13<sup>th</sup> January 2009 at BGA Executive Committee Meeting

Latest Date for review 12<sup>th</sup> January 2012

**Current Equality Lead Officer**

Alison Randle, BGA Development Officer