

# Angling Trust's Equality Policy

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## Discrimination, Harassment and Victimisation

Discrimination can take many forms, including, but not restricted to these examples:

- Direct Discrimination
- Association and Perception
- Indirect Discrimination
- Harassment
- Victimisation
- Discrimination arising from a disability

The Angling Trust regards discrimination, harassment or victimisation as serious misconduct and any employee, volunteer or member who discriminates against, harasses or victimises any other person may be liable to appropriate disciplinary action.

A full copy of the Angling Trust's Equality Policy can be downloaded from our website.

[www.anglingtrust.net](http://www.anglingtrust.net)



**EQUALITY** is about fairness, equality of access, recognising inequalities and taking steps to address them. It involves changing the culture and structure of angling to ensure that it becomes equally accessible to all members of society. This policy document sets out a number of proactive steps that will be taken to ensure the principles of equality are adhered to throughout the Angling Trust.



## EQUALITY POLICY STATEMENT

The Angling Trust is fully committed to the principles of equality of opportunity and is responsible for ensuring that no board member, member, volunteer, licensed coach,

employee or job applicant of the Angling Trust receives less favourable treatment on the grounds of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, pregnancy and maternity,

gender reassignment, religious belief, social status, sexual orientation or political belief. The Angling Trust will ensure that everyone who wishes has an equal opportunity to participate in all disciplines of the sport of

angling at all levels and in all roles, whether as a board member, member, participant, licensed coach, coach, manager, volunteer or official in the sport of angling or as an employee within the Angling Trust.

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## Purpose

It is the aim of the Angling Trust to ensure that everyone involved in angling is treated fairly and without discrimination or harassment, whether intentional or unintentional, direct or indirect.

## Commitment to Action

The Angling Trust is committed to the Equality Standard for Sport and has appointed a lead officer to be responsible for the implementation of the equality policy, supported by senior executive staff and an Equality Sub-Group.

The Angling Trust will:

- work towards achieving the Preliminary Level of the Equality Standard for Sport
- facilitate appropriate training to all of its board members, employees, and members of its committees where necessary
- take positive action to tackle under representation wherever it is recognised
- publicise this policy and the equality action plan to all board members, employees, volunteers and members of the Angling Trust
- monitor, evaluate, review and report on its



policies and procedures to all its board members, employees, members, licensed coaches, volunteers and officials.

## Implementation

The Angling Trust will:

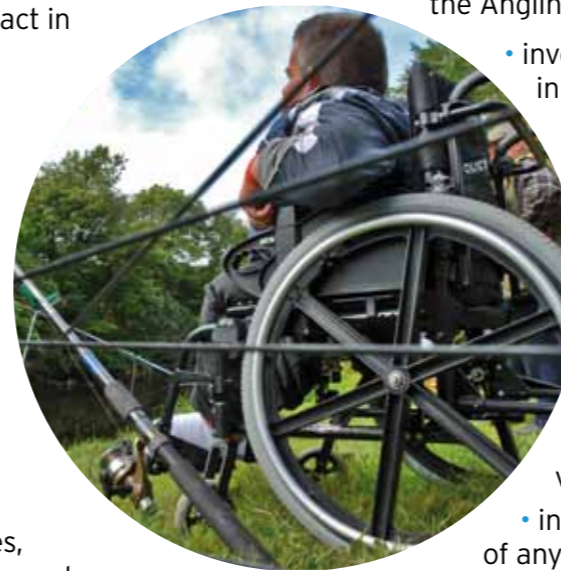
- include the equality statement in recruitment and membership material
- actively promote the Equality Policy to all board members, employees, members, volunteers and licensed coaches of the Angling Trust and their responsibility to respect and act in accordance with it

- empower a lead equality officer to oversee the implementation of this policy and to monitor and evaluate its effectiveness and report to nominated lead Directors on the Board of Directors

## Communication

The Angling Trust will:

- communicate this policy to all its board members, employees, members, volunteers and licensed coaches via its website and publications
- put in place a mechanism to allow all board members, employees, members, licensed coaches and volunteers to be part of the process of implementing, monitoring and reviewing the policy.



## Monitoring and Evaluation

The Angling Trust will:

- monitor and evaluate the success of the policy regularly and will review the policy on a regular basis and update it in line with new legislation
- review its implementation of the Policy on an annual basis

## Complaints and Disciplinary

To safeguard an individual's rights under the policy; the Angling Trust will:

- investigate and, where needed, initiate a relevant grievance procedure concerning incidents of inequitable treatment within the scope of the Policy
- take appropriate disciplinary action against any board member, employee, member, licensed coach, or volunteer who violates the Equality Policy
- inform the appropriate authority of any violation of the Equality Policy by way of harassment, victimisation or discrimination which amounts to a criminal offence

## Legal Requirements

To ensure its practices are fair and equitable the Angling Trust recognises and will implement its legal obligations under the following:

- Race Relations Act: 1976 - Amendment Act 2000
- Employment Equality (sexual orientation) Regulations: 2003
- Employment Equality (religion and belief) Regulations: 2003
- Employment Equality (sex discrimination) Regulations: 2005
- Employment Equality (age) Regulations 2006
- Equal Pay Act: 1970
- Sex Discrimination Act: 1977, 1986, 1999 and 2003
- Disability Discrimination Act 1995 and 2005
- Disability Rights Commission Act: 1999
- Rehabilitation of Offenders Act: 1974
- Human Rights Act 2000
- Children Act: 1989 and 2004
- Equality Act: 2010 and any later amendments to the above acts/regulations, or future acts/regulations that are relevant to the Angling Trust.

