

SNOWSPORT ENGLAND



EQUITY POLICY EQUAL OPPORTUNITIES STATEMENT



EQUITY POLICY

- Snowsport England both as a corporate body and in all of its constituent parts will take positive action and special measures to ensure that no participant (be they competitor, official, coaching scheme member or person in any other capacity) is in any way discriminated against or subject to any form of harassment or abuse by virtue of their age, ethnicity, creed, gender, sexual orientation, disability, skiing discipline or personal circumstances.
- It is the aim of Snowsport England to ensure that all present and potential members and employees receive fair and equitable treatment. It is therefore the aim of Snowsport England to provide all services in a way that is fair and equitable to everyone.
- In pursuance of the policy Snowsport England may take special measures or positive action in favour of any group that is currently underrepresented in its membership, representative body or its workforce. In this Snowsport England will take account of the following Acts of Parliament:
 - Race Relations Act 1976 (amendment 2000)
 - Equal Pay Act 1970
 - Sex Discrimination Acts 1975, 1986, 1999
 - Disability Discrimination Act 1995
 - Rehabilitation of Offenders Act 1974
 - Human Rights Act 2000
- Snowsport England reserves the right to discipline any members or employees of Snowsport England who are considered to have practiced any discrimination on the grounds set out in this policy.
- Where selection is made this will be solely on the basis of relevant criteria published in advance and fairly and transparently administered.
- This policy will be monitored and evaluated on an ongoing basis by Snowsport England. Information on its implementation and impact will be provided to employees and members.

EQUAL OPPORTUNITIES STATEMENT

- 1) Snowsport England and its constituent bodies recognise the importance of, and are totally committed to, the policy that discrimination between participants for any reason has no part to play in any of its activities.
- 2) Snowsport England both as a corporate body and in all of its constituent parts will take positive action and special measures to ensure that no participant (be they competitor, official, coaching scheme member or person in any other capacity) is in any way discriminated against or subject to any form of harassment or abuse by virtue of their age, ethnicity, creed, gender, sexual orientation, disability, skiing discipline or personal circumstances.
- 3) Snowsport England and its constituent bodies will take all practicable steps, and reserve the right to take disciplinary action, to ensure that no discrimination will take place under any circumstances in any situations within its control.
- 4) Where selection is made this will be solely on the basis of relevant criteria published in advance and fairly and transparently administered.
- 5) Where assessments are made as part of Snowsport England courses these will be made fairly and transparently against published criteria that are relevant to the functions of the award.
- 6) Snowsport England will seek to promote this policy through:
 - a) The monitoring of practices, procedures and data relating to the operations of competitions, schemes, initiatives and development materials.
 - b) The review of existing rules and regulations to ensure that these do not inhibit the participation of people from groups that may suffer discrimination.
 - c) The provision of appropriate training for all staff, members of executive committee and other key volunteers to raise awareness.
 - d) The promotion of positive role models through Snowsport England publications and promotional materials.