



# District Sports

## Equality & Diversity Policy

### **Policy Statement**

District Sports is committed to providing equality of opportunity and eliminating unlawful discrimination in employment and training.

It is unlawful to discriminate in recruitment, employment, provision of goods facilities or services on grounds of sex (which includes gender reassignment), pregnancy, religion or belief, sexual orientation, colour, race, nationality, or ethnic or national origins. It is unlawful to discriminate, without justification, on grounds of disability or to fail to make reasonable adjustments to overcome barriers to using services caused by disability.

The duty to make reasonable adjustments includes the removal, adaptation or alteration of physical features, if the physical features make it impossible or unreasonably difficult for disabled people to make use of services.

This policy is intended to assist the Company to put this commitment into practice and applies to employees, learners, work placement providers, individuals who apply for work with District Sports.

### **Types of unlawful discrimination**

**Direct Discrimination** is where a person is treated less favourably than another in comparable circumstances on a prohibited ground. An example of direct sex discrimination would be refusing to employ a person because she was pregnant.

**Indirect Discrimination** is where a provision, criterion or practice is applied which is 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, which is not objectively justified and which is to the individual's detriment. An example of indirect sex discrimination could be requiring everyone to work full time unless there is a good reason, unrelated to sex, as to why the particular job has to be done on a full-time basis, since requiring everyone to work full time will normally adversely affect a higher proportion of women than men.

**Harassment** is where there is unwanted conduct related to one of the prohibited grounds which has the purpose of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person, or is reasonable considered by that person to have the effect of violating his or her dignity or of creating an intimidating, hostile, degrading, humiliating or offensive environment for him or her, even if this effect was not intended by the person responsible for the conduct.

Email – [admin@districtsportssouth.com](mailto:admin@districtsportssouth.com)

Mobile – 07858 904422

Website – [www.districtsportssouth.com](http://www.districtsportssouth.com)



**Failure to make reasonable adjustments** is where arrangements disadvantage an individual because of a disability and reasonable adjustments are not made to overcome the disadvantage.

**Victimisation** is where someone is treated less favourably than others because he or she has alleged unlawful discrimination or supported someone to make a complaint or given evidence in relation to a complaint.

### **Equal Opportunities in Employment and Training**

The Company will avoid unlawful discrimination in all aspects of employment and training including recruitment, training and development, promotion and discipline.

### **Recruitment and Selection**

Wherever possible, all opportunities will be advertised simultaneously internally and externally and will include an appropriate short statement on equality of opportunity.

Selection criteria (job description and person specification) will be kept under constant review to ensure that they are justifiable and non-discriminatory.

Wherever practicable, more than one person will be involved in the short listing and interviewing process.

All staff including those responsible for co-ordinating placements for learners will receive adequate training and guidance on equality and diversity and will ensure that employers and work placement providers associated to District Sports acknowledge and comply with the provisions of this policy.

Reasons for selection and rejection of applicants or learners for vacancies or placements will be recorded and monitored.

### **Training and Development**

All staff and learners will have access to appropriate training and development to allow them to successfully carry out their roles or qualifications. Each training and developmental need will be treated on its individual merits and in accordance with the needs of the business.

A flexible approach to training may be required in certain circumstances i.e. where training is residential or requires time away from home. This may disadvantage part-time employees or those with care responsibilities and stop them taking advantage of any training opportunities, in which case additional or alternative provisions will be considered.

All new staff and learners will have an equal opportunities induction or equivalent to cover the Company's responsibilities to them as well as theirs to the Company.



Relevant policies and practices regarding selection for training and personal development are regularly reviewed to ensure that fairness and equality prevail.

This policy was adopted by: District Sports	Date: 01/06/2024
To be reviewed: July 2025	Signed: Tom Pugh