

Equality, Diversity and Inclusion Policy



1. Introduction

1.1 The British Competitors Dancesport Corporation is committed to implementing equality practices in all areas of its work and is opposed to all forms of discrimination. Furthermore, we aim to create a culture that respects and values the differences between individuals.

1.2 The British Competitors Dancesport Corporation seeks to promote the principles of equality and diversity and recognises that everyone has a right to their distinctive and diverse identity.

1.3 The British Competitors Dancesport Corporation aims to ensure that no person(s) in receipt of our services receives less favourable treatment on the grounds of race, colour, age, gender, disability, marital status, ethnic origin, sexual orientation or religious belief or caring status.

1.4 The purpose of this policy is to continue to meet and exceed our legal obligations under the Equality Act 2010 to create a non-discriminatory environment and promote equality of opportunity. We will not tolerate unlawful discrimination on any grounds including age, disability, gender reassignment, pregnancy and maternity, race, including ethnicity and national origin, religion or belief, gender and sexual orientation.

2. Policy Statement

2.1 The British Competitors Dancesport Corporation recognises that the provision of equal opportunities in the dance industry is not only good management practice, it also makes sound business sense.

2.2 The British Competitors Dancesport Corporation recognises the impact inequality and discrimination can have on everyone including consumers and stakeholders.

3. The objectives of the Equal Opportunities Policy are therefore to:

- Work towards the elimination of discrimination, harassment and victimisation on the grounds of race, sex, age, disability, sexual orientation, gender, religion and caring status;
- Prevent occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation;
- Encourage involvement at all levels within the British Competitors Dancesport Corporation to promote equal opportunities;
- Provide a supportive, open environment where all employees have the opportunity to develop to their full potential;

- Ensure the talents and resources of the workforce direct or indirect are utilised fully to maximise the efficiency of the British Competitors Dancesport Corporation
 - Provide employees with a mechanism to raise concerns if they feel they have witnessed or experienced discrimination;
 - To promote equality of opportunity across British Competitors Dancesport Corporation.
4. The British Competitors Dancesport Corporation will ensure that employees and/or those involved in providing a service on our behalf will be aware of, and conform with, our commitment to the principles of equality and diversity.

4.1 Who the Policy applies to

The Equal Opportunities Policy applies to:

- Employees/ Agency Workers
- Directors;
- Dancers, Members, Adjudicators, Promoters, Presidium, and Honourees
- Contractors or service providers delivering services, (or acting on), on behalf of the British Competitors Dancesport Corporation
- Volunteers

4.2 Roles and Responsibilities

For the British Competitors Dancesport Corporation Equal Opportunities Policy to be effectively implemented there are a number of key stakeholders:

Directors will:

- Support the implementation of the Equal Opportunities Policy;
- Ensure that the Equal Opportunities Policy is adhered to within their area of responsibility at all times;
- Seek to actively promote equality of opportunity;
- Foster a culture in which the objectives of the Equal Opportunities Policy are regarded as an integral part of the operating environment.

Employees/Members will:

- Be required to abide by the Equal Opportunities Policy at all times;
- Report any suspected discriminatory acts or practices;
- Not induce or attempt to induce others to discriminate;
- Not harass abuse or intimidate others on account of their race, creed, colour, nationality, ethnic or national origin, age, religion, caring status or sexual orientation.

- Any employee/member/Director who is found to be in breach of the British Competitors Dancesport Corporation Equal Opportunities Policy will be subject to disciplinary action.

Contractors or service providers, including volunteers, acting on behalf of the British Competitors Dancesport Corporation, will:

- Be required to abide by the Equal Opportunities Policy at all times;
- Not harass abuse or intimidate others on account of their race, creed, colour, nationality, ethnic or national origin, age, religion, or sexual orientation.

5. Implementation

5.1 In order to implement the Equal Opportunities Policy the British Competitors Dancesport Corporation shall:

- Issue a copy of the Equal Opportunities Policy to all members as part of the induction process;
- Provide equality training and guidance, as appropriate, for all employees/members;
- Ensure that all those who are involved in the recruitment and selection of staff receive appropriate training before participating in any recruitment process and attend refresher training as appropriate;
- Ensure all contractors, or service providers, acting on behalf of the British Competitors Dancesport Corporation, are provided with a copy of the Equal opportunities Policy;
- Obtain a commitment from all contractors, or service providers, acting on behalf of the British Competitors Dancesport Corporation, that they will comply with the Equal Opportunities Policy in their dealings with British Competitors Dancesport Corporation employees and members and stake holders.

6. Recruitment

6.1 The British Competitors Dancesport Corporation is committed to equality of opportunity in all its employment practices, policies and procedures. To this end, the British Competitors Dancesport Corporation is committed to achieving and maintaining a workforce which generally reflects the composition of the local population.

6.2 All vacancies will be advertised in accordance with the Recruitment and Selection Policy of third party advertisers and where appropriate, particular emphasis will be placed on encouraging applications from those groups who may be under represented in the workforce.

7. Complaints Procedure

7.1 All Complaints should be sent to the British Competitors Dancesport Corporation office, via email or post and complaints will be duly treated seriously, promptly and confidentially, in line with the British Competitors Dancesport Corporation

Complaints policy. Every effort will be made to ensure that an individual who makes a complaint will be protected from reprisals or victimisation.

If the British Competitors Dancesport Corporation Office is made aware that anyone acting on its behalf has acted inappropriately be it through the use of unsuitable or inappropriate language or behaviour, then this will be rigorously investigated and if the complaint is substantiated appropriate action will be taken.

Disclaimer

This document is intended to provide advice and guidance only and should not be considered as a legal opinion