

**Striving for Equality of opportunity in physical activity and sport across Hampshire & Isle of Wight**

**Foreword**

**Energise Me is a charity that champions physical activity for all across Hampshire and the Isle of Wight.**

We are committed to engaging, involving, promoting and developing people from a diverse range of backgrounds as participants in physical activity and sport, as well as people who support the delivery of physical activity and sport in their local community.

Energise Me recognises the value of physical activity and sport and the important role it plays in enhancing health and the quality of life. We are working hard to make it easier for everyone to move more. Our goal is to create a happier, healthier, and stronger future for local people. We won’t rest until everyone has the confidence, support, and opportunity to be active on their own terms.

Energise Me’s Equality Policy represents our commitment to implement and comply with **the Code for Sports Governance** and equality legislation. It provides the minimum standards which can be expected from Energise Me.

Jon Monkcom, Energise Me Chairman

**What is Equality in Physical Activity and Sport?**

Sports equality is about:

* fairness, equality of access, recognising inequalities and taking steps to address them
* making sure that people can realise their talent and fulfil their potential
* using the power of physical activity and sport to engage, unite and motivate people, to promote social inclusion and improve health and wellbeing
* individuals and organisations taking responsibility to challenge discriminatory practice and promote inclusion.

**Policy Statement**

Energise Me will ensure that equality and the needs of the population in Hampshire and the Isle of Wight are given full regard in its policies, programmes and services for the provision of physical activity and sport.

Energise Me will consult with organisations involved with equality and ensure that its policies, programmes and services are based on current research and good practice. Energise Me has an important role in creating a fair society through the services we provide, the people we employ and the money we spend.

Energise Me is committed to advancing equality of opportunity between people; fostering relations between different communities; eliminating discrimination, harassment and victimisation. Everyone is expected to share our commitment including people, organisations, and companies we work in partnership with and those who provide services on our behalf.

Energise Me is fully committed to the principles of equality of opportunity and is responsible for ensuring that no job applicant, employee, agency employee or volunteer 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 or political belief.

Energise Me will deliver this policy by building equality and diversity into all aspects of its work. All reasonable steps will be taken to ensure that members, employees, volunteers and partners are committed to this policy. Energise Me will address any form of discrimination that occurs within the organisation.

**Why a policy?**

Energise Me recognises that barriers exist for certain people to access and participate equally and fully in physical activity and sport. This statement has been developed to encourage, promote and raise awareness regarding access to physical activity and sporting opportunities with the aim of eliminating inequalities, prejudice, stereotyping and to promote access for all.

This policy has also been developed in line with legal responsibilities and requirements set out within the Equality Act 2010.

**Policy Objectives**

Energise Me will ensure that there is strong organisational commitment to equality, which is clearly reflected in the culture, policies, working practices, attitudes and behaviours. This policy has been produced to support the establishment of a culture that seeks, respects, values and harnesses difference to the benefit of all. It is a framework through which we will attempt to positively eliminate all forms of discrimination, harassment, and victimisation, ensuring that everyone is treated fairly. It will ensure that equality of access becomes embedded within the work of Energise Me.

**Management Practices**

Energise Me will ensure that commitment and responsibility for equality is placed at the most senior level within the organisation at Board level and across the senior management team.

**Employment**

Energise Me strives to ensure everyone has the confidence, support, and opportunity to be active on their own terms. To achieve this, we need a diverse and knowledgeable team that is dedicated to making physical activity and sport more welcoming and accessible to all.

Energise Me has employment policies and practices for its staff members which include an Equal Opportunities and Dignity at Work Policy, Whistleblowing Policy and Grievance and Disciplinary procedures which form part of the staff handbook and formal induction process for new staff members.

**Service Planning and Delivery**

Energise Me will respect the rights and needs of all local communities. We will work with local partners and communities to tackle the things that prevent active lifestyles, so that everyone can improve their health and happiness by moving more.

Specifically, Energise Me will allocate time and resources to actively raise participation among under-represented groups and to tackle inequalities where they exist.

**Reasonable adjustments**

Energise Me recognises that it has a duty to make reasonable adjustments for people who need it. Energise Me will consider all requests and where possible will accommodate. We will work with stakeholders to implement any adjustments that will enable them to participate more fully in physical activity and sport related activities.

**Training and development**

Energise Me will assess the development needs of its staff and provide appropriate training to ensure that they have the required skills, knowledge and support to effectively carry out their roles and responsibilities.

Energise Me will actively encourage partners, stakeholders and community members such as coaches, volunteers and administrators to attend equality training.

**Marketing and promotion**

Energise Me will follow best practice principles in the design and production of its marketing materials and will ensure that information can be made available in a range of formats. We will ensure that information is conveyed to all sections of the community by using a range of methods and channels of communication.

**Implementing the policy**

The Energise Me Senior Managers and Board will oversee the effective implementation of this policy. All employees have responsibility for its practical execution. Specific objectives and targets featured in annual delivery plans will underpin the implementation of the Equality Policy. Energise Me will strongly encourage partners to support this Policy.

**Monitoring and evaluation**

This policy will be formally reviewed every 3 years unless any proposal to the Board of Trustees or legislation change requires an interim review and/or amendment. To ensure the effectiveness of our Equality Policy we will carry out regular monitoring.

We will monitor our workforce to find out whether it broadly reflects our local communities and to ensure our practices are free from discrimination. We will monitor those accessing our services and programmes. Overall policy implementation will be monitored and evaluated on a 6-monthly basis and reported to the Board.

**Disciplinary and grievance procedures**

To safeguard individual rights under this policy any employee, partner representative, participant, coach or volunteer who believes they have experienced discrimination (including bullying or harassment) or unfair practices while working for Energise Me, working with Energise Me or accessing its services may raise the matter as follows:

* Employees - using the ‘Equal Opportunity and Dignity at Work’ Policy
* Partner representative/participant/coach/volunteer – using the Energise Me Complaints Procedure

It is important that an individual’s experience is recorded and that the incident is resolved. Complaints will be taken seriously and we will take action where this Policy is breached. Breaches by employees of this policy will be treated as a serious offence, and may lead to disciplinary action, in accordance with the ‘Disciplinary’ procedure.

Energise Me encourages employees, and others who have serious concerns about any aspect of the Partnership’s work to come forward and voice those concerns. Energise Me promotes a ‘Whistleblowing’ Policy, which makes it clear that an individual can raise concerns regarding malpractice or wrongdoing without fear of victimisation, subsequent discrimination, or disadvantage.

**Further information**

If you require further information on this policy or would like a copy in an alternative format, please contact us.

**Declaration**

I have read and fully understood the Equality Policy Statement and I hereby declare that I will carry out my role in line with it.

Signature \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Print Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_