

Equality and Diversity Policy



Approved by:	Tom Humphreys	Date:	27/07/2021
Last Reviewed on:	27/07/2021		
Next Review Due:	27/07/2022		

At Primary Sports Giants we are committed to taking positive steps to ensure that we provide a safe environment, free from discrimination, for all children taking part as well as all staff and parents. We are committed to promoting tolerance and fairness to all members of staff, children and parents. We adhere to both the spirit and detail of both the Race Relations Act 1976 and the Equality Act (2010), which outlaw discrimination against anyone on grounds of race, colour, nationality or ethnicity.

Primary Sports Giants embraces cultural and social diversity and is equally accessible to all. Primary Sports Giants will attempt to challenge any offensive behaviour, attitudes, or language with regards to race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability.

Equal Opportunities Procedures

To meet our objective of creating an environment free of discrimination and welcoming to all, we will:

- Ensure that the Primary Sports Giants is open and available to all parents, carers

and children in the local community

- Ensure that issues of race, ethnicity, nationality, class, religion, culture, gender, language, sexual orientation and disability do not inhibit a child from accessing our services or our venues
- Treat all children and their parents with equal concern and value
- Ensure that our recruitment procedures are open, fair and non discriminatory.
- Ensure that all members of staff are aware of, and understand, the attached glossary of terms stated in the Equality Act (2010) and the Staff Equality, Diversity and Inclusion Policy
- Encourage and support staff to act as positive role models to children by displaying and promoting tolerant and respectful behaviour, language and attitudes, alongside challenging any discriminatory incidents
- Work towards fulfilling all of the legal requirements of the Sex Discrimination Act 1975, the Disability Discrimination Act 1995, the Human Rights Act 1998, and the Race Relations (Amendment) Act 2000

The Course Supervisor is responsible for ensuring that appropriate action is taken towards any discriminatory behaviour, language or attitude that occurs.

Addressing Discrimination and Racial Harassment

Whoever becomes aware of an incident involving racial harassment or discrimination, whether it is a child or a member of staff will be encouraged to report the incident to the Course Supervisor or a senior member of staff.

The incident will be investigated thoroughly, and the individual concerned will be told that such behaviour is not tolerated and that steps have been taken to ensure that it does not happen again.

In the case of children, the incident will be reported to the child's parent, in accordance with the **Behaviour Management and Bullying Policy**. If the situation cannot be resolved Primary Sports Giants may have to inform the parent that their child is no longer welcome to attend, in accordance to the Suspensions and Exclusions Policy.

The Supervisor is responsible for ensuring all incidents are dealt with professionally and

sensitively. Where more advice is needed in dealing with discrimination and racial harassment the Designated Safeguarding lead should be contacted (Tom Humphreys). All incidents will be kept confidential.

In cases where a Manager or Course Supervisor is involved, the Registered Person and Designated Safeguarding Lead (Tom Humphreys) will handle the incident.

Glossary of terms (Equality Act 2010)

Age

The Act protects people of all ages. However, different treatment because of age is not unlawful direct or indirect discrimination if the employee can justify it, ie if the person can demonstrate that it is a proportionate means of meeting a legitimate aim.

Disability

Under the Act, a person is disabled if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

Gender reassignment

The Act provides protection for transsexual people. A transsexual person is someone who proposes to, starts or has completed a process to change his or her gender.

Race

For the purposes of the Act 'race' includes colour, nationality and ethnic or national origins.

Religion or belief

In the Equality Act, religion includes any religion. It also includes a lack of religion, in other words those who do not follow a certain religion or have no religion at all. Additionally, a religion must have a clear structure and belief system. Belief means any religious or philosophical belief or a lack of such belief. To be protected, a belief must satisfy various criteria, including that it is a weighty and substantial aspect of human life and behaviour.

Sex

Both men and women are protected under the Act.

Sexual orientation

The Act protects bisexual, gay, heterosexual and lesbian people.

Direct discrimination

Direct discrimination occurs when someone is treated less favourably than another because of a protected characteristic they have or are thought to have (see perception discrimination below), or because they associate with someone who has a protected characteristic (see discrimination by association below).

Discrimination by association

This is direct discrimination against someone because they associate with another person who possesses a protected characteristic.

Perception discrimination

This is direct discrimination against an individual because others think they possess a particular protected characteristic. It applies even if the person does not actually possess that characteristic but are perceived as doing so.

Harassment

Harassment is “unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual”.

Linked Documents:

Safeguarding and Child Protection Policy
Behaviour Management and Bullying Policy
Suspensions and Exclusions Policy
Staff Equality, Diversity and Inclusions Policy

Read by: Primary Sports Giants	<i>Tom Humphreys</i>	Date: 14/03/2022	Role: Founder
PSG Staff 1		Date:	Role:
PSG Staff 2		Date:	Role:
PSG Staff 3		Date:	Role:
PSG Staff 4		Date:	Role:
PSG Staff 5		Date:	Role:
PSG Staff 6		Date:	Role:

