



**ParalympicsGB**



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# **Equity, Inclusion, and Diversity Policy**

**Last Updated and approved by Board: October 2023**



BPA Ltd Company No. 02370578 | BPA Ltd Charity No. 802385 | BPPS Ltd Company No. 04577740 | BPE Ltd Company No. 3008516

## 1. Policy Objectives

- 1.1. ParalympicsGB is fully committed to equality of opportunity and is responsible for ensuring that no employees, Board members, volunteers, athletes, support staff, supporters, job applicants, members, or other stakeholders (together "stakeholders") are unlawfully discriminated against on grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation (together the "Protected Characteristics")
- 1.2. In addition, ParalympicsGB recognises that we live in a diverse society and will endeavour to ensure that all stakeholders are given the same opportunities regardless of their socio-economic backgrounds. Consequently, BPA considers socio-economic background to be an additional Protected Characteristic.
- 1.3. ParalympicsGB will encourage stakeholders, including members, affiliated associations, suppliers, and corporate partners, to demonstrate their commitment to the principles and practice of equity, inclusion and diversity as set out in this policy.
- 1.4. This policy does not prevent the consideration of athletes' disability and nationality within the athlete qualification process for the Paralympic Games, where these characteristics are requisites for selection. These circumstances are referred to in this policy as "the Paralympic Games context".

## 2. Leadership Commitment

- 2.1. The ParalympicsGB Board and Executive Team are committed to establishing inclusive and welcoming environments for all stakeholders at ParalympicsGB, and to leading by example. This commitment is/will be reflected in the ParalympicsGB Leadership Charter.
- 2.2. To support this ambition, Board and Executive Team will ensure that all aspects of this policy, including the ParalympicsGB Equity, Inclusion, and Diversity Plan, are provided priority attention and resource.

## 3. Expected Standards of Conduct

- 3.1. ParalympicsGB expects all stakeholders to uphold standards of conduct which support inclusive and welcoming environments and reflect the Organisation's values – Excellence, Respect, and Integrity.
- 3.2. ParalympicsGB regards discrimination, harassment, bullying, and victimisation, as described below, as serious misconduct. All complaints will be taken seriously and proportionate

measures including disciplinary action will be brought against any stakeholder who is found to discriminate against any other person or group of people.

### 3.3. ParalympicsGB recognises the following as being unacceptable:

#### 3.3.1. Unlawful discrimination which can take the following forms:

3.3.1.1. Direct Discrimination: treating someone less favourably than you would treat others because of a Protected Characteristic.

3.3.1.2. Indirect Discrimination: applying a provision, criterion, or practice which, on the face of it, applies equally to all but which, in practice can disadvantage individuals with a particular Protected Characteristic. Such requirements or conditions are lawful only if they can be objectively justified.

3.3.2. Harassment: engaging in unwanted conduct relating to a relevant Protected Characteristic or unwanted conduct of a sexual nature where the conduct has the purpose or effect of violating the recipient's dignity or creating an intimidating, hostile, degrading, humiliating, or offensive environment for the recipient, or any other individual affected by such conduct. ParalympicsGB is committed to ensuring that its stakeholders can conduct their activities free from harassment. (Please also refer to the Staff Handbook for ParalympicsGB's Dignity at Work Policy).

3.3.3. Bullying: offensive, intimidating, malicious or insulting behaviour involving the misuse of power that can make a person feel vulnerable, upset, humiliated, undermined or threatened. (Please also refer to the Staff Handbook for ParalympicsGB's Dignity at Work Policy).

3.3.4. Victimisation: subjecting someone to a detriment because they have, in good faith, taken action under the Equality Act 2010 (or equivalent legislation) by bringing proceedings, giving evidence or information in relation to proceedings, making an allegation that a person has contravened the Equality Act 2010 (or equivalent legislation), or doing any other thing for the purpose of or in connection with the Equality Act 2010 (or any equivalent legislation).

3.3.5. Associative discrimination: treating someone unfairly on the basis of another person's protected characteristic.

3.3.6. Discrimination by perception: treating someone unfairly because of a perceived protected characteristic when the protected characteristic does not apply to them.

## 4. Workplace Adjustments

4.1. When a decision is made about any individual, the only personal characteristics that may be taken into account are those which are relevant to the substance of the decision being

made and consistent with any associated legislation. For example, when considering workplace adjustments for a disabled person, the only relevant characteristic which can be considered is that person's disability.

- 4.2. ParalympicsGB has a legal duty to make workplace adjustments for disabled persons, and an ambition to set an example of best practice in disability inclusion. ParalympicsGB will consider all requests for adjustments and, where possible, will accommodate requests and will work with disabled stakeholders to implement any adjustments that will enable them to participate more fully in ParalympicsGB activities, including social activities.
- 4.3. ParalympicsGB will also take reasonable steps to make adjustments for other protected characteristics. The Organisation will consider all requests and will accommodate requests where possible.
- 4.4. ParalympicsGB recognises its selection of Athletes for the Paralympic Games will be based solely on eligibility and performance standards. This is referred to as the "Paralympic Games Context". ParalympicsGB will not further discriminate against the Protected Characteristics.

## 5. Responsibilities

- 5.1. The following responsibilities will apply:
  - 5.1.1. The ParalympicsGB Board is responsible for ensuring that this Equity, Inclusion, and Diversity Policy is implemented, followed, and reviewed when appropriate. The Board is also responsible for ensuring that this Policy is enforced and that any breaches are dealt with appropriately.
  - 5.1.2. A member of the Board will be assigned as Board Champion for Equity, Inclusion, and Diversity. The Board Champion will ensure that the Board takes equity, inclusion, and diversity issues into consideration during all decision-making, and will ensure that the topic is included on the agenda at Board meetings when appropriate. All Board Members retain responsibility for upholding the organisation's equity, inclusion and diversity ambitions.
  - 5.1.3. The Chief Executive has overall responsibility for the implementation of this Equity, Inclusion, and Diversity Policy, supported by the Director of Finance and Corporate Services and the Head of Compliance and Governance.
  - 5.1.4. All stakeholders have a responsibility to respect, follow, and promote the spirit and intentions of this Equity, Inclusion, and Diversity Policy. Individual work programmes for BPA staff should be delivered with consideration of equity, inclusion, and diversity, and may include specific tasks related to the topic where appropriate.

## **6. Equity, Inclusion, and Diversity Plan**

- 6.1. The publication of this diversity policy allows ParalympicsGB to communicate its commitment, both internally and externally. Although the policy is a fundamental part of the Organisation's equity, inclusion, and diversity strategy, it will only be brought to life if reinforced by a focused action plan with support across the organisation.
- 6.2. ParalympicsGB will establish an Equity, Inclusion, and Diversity Plan through which the organisation's ambitions will be delivered. The ParalympicsGB Board has ultimate responsibility for approving and overseeing delivery of this Plan.
- 6.3. The Equity, Inclusion, and Diversity Plan will address all aspects of ParalympicsGB, including HR and recruitment practices, working environments, provision of learning and development opportunities, organisational culture, and the role of Leadership.
- 6.4. ParalympicsGB recognises that, to achieve equity and equality of opportunity, it may be necessary to provide appropriate and proportionate additional support or resource to populations that are currently underrepresented within ParalympicsGB. Given its vision and purpose as an organisation, ParalympicsGB is particularly aware of the need for appropriate representation of disabled people, including disabled athletes, at all levels of the organisation.

## **7. Monitoring and Evaluation**

- 7.1. This Equity, Inclusion, and Diversity Policy will remain in force until it is amended, replaced, or withdrawn. A review of this Policy will take place as and when required, but not less than once every three years.
- 7.2. The Equity, Inclusion, and Diversity Plan, created to ensure the objectives of this Policy are delivered, will be regularly reviewed by the Chief Executive and the Executive Team – supported by the BPA's Equity, Inclusion, and Diversity Group.
- 7.3. On an annual basis, a report on progress against the Equity, Inclusion and Diversity Plan will be produced for the Board, and Board will consider any necessary updates to the Plan. Once approved by the Board, the report and updated Plan will be published internally and externally, to show progress towards the Organisation's equity, inclusion and diversity ambitions.

## 8. Complaints Procedures

- 8.1. To safeguard individual rights under this Equity, Inclusion, and Diversity Policy, any stakeholder who believes they have suffered inequitable treatment within the scope of this Policy may raise the matter through the appropriate procedure (i.e., the employee grievance procedure for employees – Staff Handbook - or through the organisation’s complaints procedure for stakeholders who are not employees).
- 8.2. ParalympicsGB regards breaches of the Equity, Inclusion, and Diversity Policy as misconduct. Proportionate disciplinary action (under the relevant ParalympicsGB disciplinary procedures) will be taken against any Stakeholder who breaches this Policy.
- 8.3. An individual raising a grievance or complaint will not be penalised for doing so unless it is untrue and not made in good faith. ParalympicsGB’s Investigation of Public Interest Disclosure (Whistleblowing) Policy applies to “workers” and “employees” and is available on ParalympicsGB’s website.
- 8.4. As with all grievance and disciplinary procedures, the final point of appeal relating to this policy is the ParalympicsGB Board, or a panel designated by the Board for that purpose.

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