

EPSB Equality, Diversity, and Inclusion Policy

1. Policy statement

The English Partnership for Snooker and Billiards (“EPSB”) is the National Governing Body for Snooker and Billiards in England. The EPSB promotes, administers, encourages and popularises the development of, and inclusive participation in, the sports in England; it organises, runs and coordinates snooker and billiards events in England; it provides support and coordination for snooker clubs in England and seeks to improve playing facilities; it provides training and development for referees; and it acts as the body through which any public funding from Sport England (or any successor body) is received and spent on projects for the development of the sports in England.

The Board of the EPSB, its staff and all affiliate members are committed to creating a culture in which equality of opportunity is promoted actively and in which unlawful discrimination is not tolerated. We strive to build and maintain an inclusive environment which supports and values the diversity of its members, staff, partners, and the wider community. We have an attitude that is professional, ethical, friendly and inclusive, a collegial environment of equality and mutual respect across the United Kingdom.

The purpose of this policy is to provide equality and fairness for all in areas of our work and not discriminate on the grounds of age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership, known as ‘protected characteristics’ under the Equality Act 2010. We also believe in the principle of social justice, recognise that discrimination affects people in complex ways and are committed to challenging all forms of inequality.

2. Aim

The EPSB is committed to providing services which embrace diversity and promote equality of opportunity for all.

As an employer, EPSB is committed to equality and valuing diversity within its workforce. The EPSB recognises that successful implementation of its Equality, Diversity and Inclusion Policy is dependent partly on the involvement of relevant bodies and individuals which comprise its community.

Our goal is to ensure that these commitments, reinforced by our values, are embedded in our day-to-day working practices with all our customers, colleagues and partners. The Equality, Diversity and Inclusion Policy will assist the EPSB to put its commitment to equal opportunity, diversity and inclusion into practice. Compliance with this policy should also ensure that staff, members and partners do not commit unlawful acts of discrimination.

3. Objectives

The EPSB is committed to the following objectives for equality in our sport:

- To promote equality of opportunity and diversity within the communities in which we work and with all our partners and workforce
- To build a workforce which reflects our customer base, within the diverse communities in which we work, with the aim of having parity of representation across the workforce

- To encourage recruitment from groups currently under-represented in the organisation and their career progression once employed
- To treat our customers, colleagues and partners fairly and with respect
- To promote an environment free from discrimination, bullying and harassment, and tackling behaviour which breaches this
- To recognise and value the differences and individual contribution that people make
- To provide support and encouragement to staff to develop their careers and increase their contributions to the organisation through the enhancement of their skills and abilities
- To build in legislative requirements and best practice to all our service delivery and employee policies and procedures, and support these with appropriate training and guidance

4. Legislative requirements

Under the Equality Act 2010 it is unlawful to discriminate directly or indirectly in recruitment or employment, as well as in the provision of goods and services, because of an individual's protected characteristic.

The general public sector equality duty came into force on 5 April 2011, and requires public authorities in carrying out its activities to have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and other conduct prohibited under the Equality Act 2010;
- Advance equality of opportunity; and
- Foster good relations.

The duty applies to all of the protected characteristics, except marriage and civil partnership.

The Equality Duty is supported by specific duties, set out in regulations which came into force on 10 September 2011. The specific duties require public bodies to publish relevant, proportionate information demonstrating their compliance with the Equality Duty; and to set themselves specific, measurable equality objectives.

5. Consultation / Involvement

The EPSB has involved members and directors on the content of its Equality, Diversity and Inclusion Policy.

6. Scope

This policy applies to everyone working in our sport (paid and unpaid), being the staff, volunteers and members that we govern.

We will provide equality of opportunity and will not tolerate discrimination on grounds of gender, gender identity, marital status, sexual orientation, race, colour, nationality, religion, age, disability, HIV positivity, working pattern, caring responsibilities, trade union activity or political beliefs – or any other grounds.

7. Implementation and Procedures

The EPSB will publish a copy of this policy on our website, outlining that all individuals have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of this policy.

This policy will be publicised and circulated to all coaches, referees, tournament directors and affiliate clubs of the EPSB.

The EPSB will ensure that this policy is an integral part of the recruitment, induction and on-going training for all employees.

Discrimination can present itself in different guises including verbal, physical or online and Under the Equality Act types of discrimination are classified as follows:

- Direct Discrimination – this can occur when someone is treated less favourably than another person:
 - because of a protected characteristic they have OR
 - because of a protected characteristic they are thought to have
 - because they associate with someone who has a protected characteristic
- Indirect Discrimination – this can occur when there is a condition, rule or practice which applies to everyone but particularly disadvantages people who share a protected characteristic. Indirect discrimination can be justified if the action(s) undertaken are reasonable in order to achieve a legitimate aim
- Discrimination by Association – this can occur when there is direct discrimination against someone because they associate with another person who possesses a protected characteristic.
- Discrimination by Perception – this can occur when there is direct discrimination against an individual because others think they possess a particular protected characteristic, even if they do not actually possess it or if the perception was mistaken
- Harassment – this is defined as ‘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’

Harassment applies to all protected characteristics except for pregnancy and maternity, marriage and civil partnership. It also covers harassment because of ‘perception’ and ‘association’.

It also includes the right for individuals to raise an issue that they find offensive even if it is not directed at them.

- Third Party Harassment Third party harassment relates to actions carried out by non-EPSB individuals such as customers, clients, contractors etc. The EPSB will investigate any report or complaint of third-party harassment and will take all reasonable steps to prevent it from happening again

- Victimisation – this is illegal and is when an employee is treated badly because they have made or supported a complaint/grievance about discrimination or harassment under the Equality Act, or are suspected of either making or supporting such a complaint/grievance. An individual is not protected from victimisation if he/she acted maliciously, or made or supported an untrue complaint.

8. Responsibility

The overall person responsible for Equality at the EPSB will be the EPSB Chair.

The EPSB Chair can be contacted via the online contact form on the EPSB website here <https://www.epsb.co.uk/about/contact/>

However, every person working for the EPSB has a personal responsibility for implementing and promoting these principles in their day-to-day dealings with everyone – including members of the public, other staff and employees and partners. Inappropriate behaviour is not acceptable.

Further support can be sought from the Citizen's Advice via their website here... <https://www.citizensadvice.org.uk/about-us/about-us1/equality-and-the-citizens-advice-service/>

9. Monitoring

We will measure and report on the effectiveness of our service delivery and employee policies and processes, in relation to these principles, by building performance monitoring and management information requirements into policy and product development. This information will be used to inform future policy and to enhance business processes.

To enable the EPSB to implement and effectively develop its Equality, Diversity and Inclusion Policy significant monitoring is required. Monitoring will be implemented at a number of levels to assess the impact of the policy in the constituent parts of the EPSB, as noted above.

Information gathered from the monitoring process will be used to inform the development and planning of future strategies and policies and in accordance with Equality Act 2010 and monitoring data will be published annually on the EPSB's webpage.

This policy was adopted by the EPSB Board on 23rd April 2021

This policy will be reviewed by the EPSB Board on 1st April 2022

10. Breach of the policy

The EPSB will take seriously any instances of non-adherence to equality legislation and the EPSB's Equality, Diversity and Inclusion Policy by its members, partners and colleagues or any other member of its community.

Any instance of breach of the Equality, Diversity and Inclusion Policy may be considered as gross-misconduct and where appropriate will be considered under the respective disciplinary codes for members and staff at the EPSB.

The EPSB will take appropriate action in relation to the nature of any incident that breaches the policy.