 **Precision Target and shotgun shooting for the Physically Disabled**

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Web Site: [www.disabilityshooting-gb.org](http://www.disabilityshooting-gb.org)

**Equality Policy**

**Definitions**

**For definitions of words and meanings, refer to Disability Shooting Great Britain’s STANDARD DEFINITIONS.**

1. **Policy Objectives**
   1. Disability Shooting Great Britain (DSGB) is fully committed to the principles of equality of opportunity and is responsible for ensuring that no job applicants, employees, consultants, Directors, volunteers, athletes or participants (referred to in this document as "Stakeholders") are discriminated against because of age, disability, gender, gender reassignment, marriage or civil partnership status, pregnancy and maternity, race, religion, belief or political opinion, and sexual orientation (referred to in this document as "Protected Characteristics").
   2. In addition, DSGB 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 DSGB considers socio-economic background to be an additional Protected Characteristic.
   3. DSGB will encourage partner organisations, including member Organisations, suppliers, sponsors and customers, to adopt and demonstrate their commitment to the principles and practice of equality as set out in this Equality Policy.
   4. DSGB recognises that, in some cases, to further the principle of equality, an unequal distribution of resources may be required. If proportionate, DSGB will consider positive action or may introduce special measures to assist any group with a Protected Characteristic which is currently underrepresented within any group of Stakeholders.
2. **Purpose of the Policy**
   * 1. Promote equality of opportunity for all DSGB stakeholders.
     2. Promote a good and harmonious working environment in which all persons are treated with respect.
     3. Prevent occurrences of unlawful or unfair direct discriminations, indirect discrimination, harassment and victimisation.
     4. Fulfil the DSGB’s legal obligations under the equality legislation, policies and codes of practice.
     5. To reinforce compliance with associated policies.
3. **Legal Requirements**
   1. DSGB is required by law to not discriminate unlawfully against its Stakeholders and recognises its legal obligations under, and will abide by, the requirements of the Equality Act 2010, and any equivalent legislation (as amended) in any UK jurisdiction, Jersey, Guernsey or the Isle of Man and any later amendments to such legislation or subsequent equality related legislation that may be relevant to DSGB.
   2. DSGB will seek authoritative advice each time this Policy is reviewed to ensure it continues to reflect the current legal framework and good practice.
4. **Discrimination, harassment, bullying and victimisation**

DSGB regards discrimination, harassment, bullying or 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.

DSGB recognises the following as being unacceptable:

* 1. *Unlawful or unfair discrimination* which can take, but is not limited to, the following forms:
     1. *Direct Discrimination:* treating someone less favourably than you would treat others because of a Protected Characteristic.
     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.
  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. DSGB is committed to ensuring that its Stakeholders are able to conduct their activities free from harassment. Also see Bullying and Harassment Policy.
  3. *Bullying:* the misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence. Also see Bullying and Harassment Policy.
  4. *Victimisation:* subjecting someone to a detriment because he or she has 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).

1. **Reasonable Adjustments**
   1. When any decision is made about an individual, the only personal characteristics that may be taken into account are those that are consistent with any relevant legislation and are relevant to the substance of the decision being made.
   2. DSGB recognises that it has a duty to make reasonable adjustments for disabled persons. DSGB will consider all requests for adjustments and where possible will accommodate reasonable requests and will work with disabled Stakeholders to implement any adjustments that will enable them to participate more fully in sports related activities or in the management and organisation of sport.
2. **Transgender Athletes**

DSGB considers that target shooting is a gender affected sport under the Equality Act 2010.

See Gender Reassignment Policy.

1. **Responsibility, implementation and communication**
   1. The following responsibilities will apply:
      1. The DSGB Board and management are responsible for ensuring that this Equality Policy is implemented, followed, and kept up to date. The DSGB Board and management are also responsible for ensuring that this Equality Policy is enforced and any breaches are dealt with promptly and effectively.
      2. DSGB will ensure that equality is included as an agenda item at Board meetings and that the Board takes equality issues into consideration when making decisions.
      3. The Chief Executive Officer has the overall responsibility for the implementation of this Equality Policy.
      4. An individual will be designated as the Safeguarding and Equality Officer by the Chief Executive, and will have the overall day-to-day responsibility for the implementation of this Equality Policy and for achieving any equality related actions resulting from it. The Safeguarding and Equality Officer's work programme will be amended to reflect this. An internal and/or external equality group will be created to provide additional support if the CEO decides this is needed.
      5. All Stakeholders have the responsibility to respect, follow and promote the spirit and intentions of this Equality Policy.
      6. Individual work programmes for DSGB staff will be amended to include equality related tasks where appropriate.
   2. This Equality Policy will be implemented immediately following Board approval.

Implementation requires the following actions:

* + 1. Job applicants, employees and athletes will be required to abide by this Equality Statement and the DSGB Equality and associated policies which are contained in the relevant Handbook and which will be regularly reviewed by DSGB together with employment practices to ensure continuing compliance with relevant legislation, and where possible good practice. All job packs sent out by DSGB will contain a policy statement similar to the following:

*"DSGB* *is committed to providing equal opportunities for all and will ensure this policy is consistently implemented [and is committed to following best practice in the welfare of young people and vulnerable adults].*

* + 1. No applicant for any post (including athletes, job applicants, consultant advisers and suppliers) will be placed at a disadvantage by requirements or conditions which are not necessary for the performance of the role or which constitute unlawful discrimination.
    2. Directors and consultants (including contractors, advisers and where appropriate suppliers) to DSGB will be required to abide by this Equality Policy and it will be referred to in any agreements or contracts issued by DSGB which will be regularly reviewed by DSGB.
    3. Volunteers will be required to abide by this Equality Policy and the, Equal Opportunities section of the DSGB Volunteer Agreement and Handbook which will be regularly reviewed by DSGB.
    4. Participants will be required to abide by this Equality Policy which will be regularly reviewed by DSGB.
  1. This Equality Policy will be communicated in the following ways:
     1. The Policy will be referenced in:
* The DSGB Employee Handbook.
* The DSGB Director’s Agreement and Handbook
* The DSGB Consultancy Agreement
* The DSGB Volunteer Agreement and Handbook
* Any other relevant handbook
  + 1. The Policy will be highlighted in all athlete, employee and volunteer inductions.
    2. A copy of this Equality Policy will be publicly available for participants and all Stakeholders on the DSGB website and copies in other formats will also be available from the DSGB office ([safeguarding@disabilityshootging-gb.org](mailto:safeguarding@disabilityshootging-gb.org)).
    3. Each time this Policy is reviewed, DSGB Stakeholders will be consulted. Following consultation, a notice of the changes being made will be publicly available and a direct communication will be sent to all those who contributed to the consultation process (subject to Data Protection provisions).

1. **Monitoring and Evaluation**
   1. This Equality Policy will remain in force until it is amended, replaced or withdrawn. A review of this Equality Policy will take place when required, but not less than once every three years, see review date below.
2. **Complaints Procedures**

To safeguard individual rights under this Equality Policy, any Stakeholder who believes they have, or any other Stakeholder has suffered inequitable treatment within the scope of this Equality Policy may raise the matter through the appropriate procedure. See Grievance Procedure

DSGB regards breaches of the Equality Policy as misconduct.

* 1. Proportionate disciplinary action (under the relevant DSGB disciplinary procedures) may be taken against any DSGB Stakeholder who breaches this Equality Policy.
  2. An individual raising a grievance or complaint will not be penalised for doing so unless it is found to be untrue and/or not made in good faith.
  3. As with all grievances, complaints and disciplinary procedures, there will be the right of appeal as set out in the relevant procedure.

**Review date**

This policy will be reviewed no later than March 2019 or sooner in the event of legislative changes or revised policies and best practice.