

TAEKWONDO ASSOCIATION OF NORTHERN IRELAND Ltd

Equity Policy

Issue 4, January 2016



Document and Distribution Control

The Honorary Secretary maintains the document content.

Each copy is uniquely identified and the circulation list of registered holders is held by the Honorary Secretary. Holders are requested to return their copies to the Honorary Secretary when no longer required.

This document is subject to regular review. A vertical line on the right hand side of each affected paragraph will indicate amendments to previous issues.

A letter of transmittal containing amendment instructions will accompany revisions. All pages will be at the same revision status.

Copies of this document marked '**UNCONTROLLED**' will not be updated.

Comments or queries relating to this document should be referred to the Honorary Secretary. Notification of any errors or necessary alterations should be made in writing to the Honorary Secretary.

COPY HOLDER:	COPY No.
--------------	----------

Copyright and Proprietary

This document is the copyright of the Taekwondo Association of Northern Ireland Limited (TANI) and contains information proprietary to TANI.

ALL RIGHTS RESERVED

This document must not be reproduced, copied, transmitted in any format, in whole or in part or further disseminated for any reason whatsoever without the express written permission of the Honorary Secretary.

1.0 TANI Equity Policy

1 Aim

This policy is designed to ensure equality of opportunity for people who wish to practise Taekwondo in Northern Ireland, regardless of sex, ethnic origin, nationality, medical or psychological conditions, age, religious beliefs, political persuasion, sexual orientation or social status.

TANI is responsible for ensuring that no volunteer, job applicant or employee receives less favourable treatment on the grounds of age, gender, disability, ethnic origin, race, colour, parental or marital status, social class, nationality, religious belief or sexual preference or be disadvantaged by conditions or requirements that cannot be shown to be relevant to the performance.

TANI will ensure that equity as stated in the TANI rules is incorporated in all aspects of its activities and also recognises and promotes the following definition of Sport's Equity:

Sport's Equity is about fairness in sport, equality of access, recognizing inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.

2 Statement of Policy

The Taekwondo Association of Northern Ireland Limited (TANI) aims to promote the sport of Taekwondo for all present and potential participation's members, instructors, coaches, competitors, officials, volunteers and employees and will be mindful of the need to carry out our functions in a manner which promotes equality of opportunity between:

- Persons of different religious belief, political opinion, racial group, age
- Marital status or sexual orientation
- Between men and women generally
- Between persons with a disability and persons without
- Between persons with dependants and persons without

The Taekwondo Association of Northern Ireland aims to make its services and training programmes accessible to all and may take special measures to ensure that certain groups are not unfairly disadvantaged, provided such action does not adversely affect the standard, quality and integrity of its schemes.

The Taekwondo Association of Northern Ireland reserves the right to discipline any of its members or employees who practise any form of discrimination in breach of this policy.

The effectiveness of this policy will be monitored and evaluated on an ongoing basis.

The fundamental principle of this policy is that the opportunity to participate in Taekwondo must be available to all who choose to do so. All those who do choose to practise Taekwondo must be treated fairly and equally.

3 Statement of Intent

It is recognised that a statement of policy by TANI is not sufficient and the organisation must be active in ensuring that there is in fact fairness and equality of opportunity and treatment.

One of the supreme aims of Taekwondo is to encourage self-development by enhancing individuals' confidence and self-esteem. Those who choose to practise Taekwondo have a fundamental right to pursue this. Inequitable treatment of any kind jeopardises this and is unacceptable.

To these ends, TANI will attempt to ensure the following:

- Freedom from unfair discrimination against any current or potential members or groups of members.
- Removal of social, economic or other barriers to participation in Taekwondo
- Prevention or removal of inequalities of treatment

The inevitable inequalities in abilities in performing Taekwondo cannot be eliminated completely either by training or by policies such as this. Some inequalities are innate while others are due to differences in personal diligence or perseverance in training. Such things are a fundamental attribute of any physical activity or competitive sport. However, all current or potential members are entitled to the right to participate and to achieve or to pursue excellence. They are also entitled to receive equal treatment, no matter what their status or background and matter what their levels of skills in Taekwondo are.

TANI will:

- Ensure that the facilities at its disposal are generally available to all.
- Institute disciplinary action against members or groups who practise discrimination.

The differences between achievements of athletes will mean that there is some form of 'positive discrimination' in the selection and training of elite teams. This is both inevitable and desirable. Some special facilities or opportunities may only be open to elite or national squad players. Indeed, some specialist training or competition may be beyond the capabilities of the average club student. This is only realistic and this policy is not concerned with such types of behaviour.

4 Position of Taekwondo in Northern Ireland society

As a comparatively recent sport to Northern Ireland, Taekwondo is fortunate that it has not suffered the inequalities, discrimination or sectarian divides that have beset some other sports.

Throughout the world and throughout the United Kingdom and Ireland, Taekwondo is widely practised at all levels of society, in all ethnic communities and in all but the most remote areas.

TANI aims to ensure that this egalitarian ideal is maintained. Some parts of Northern Ireland have little or no opportunity to practise Taekwondo because they lack qualified instructors or coaches. However, Taekwondo practice is potentially physically hazardous, so, while TANI will, make every effort to encourage the practice of Taekwondo all over Northern Ireland, it will not do so at the expense of the health and welfare of potential students.

All students are entitled to be taught safely, by properly qualified, registered and insured coaches and instructors

5 Implementation of this policy

The Board of TANI, in conjunction with its subcommittees, is responsible for ensuring that this Equity Policy is implemented and adhered to.

However, this does not absolve individual instructors, coaches, officials and all other members from their personal responsibility to ensure that their own practices are in accord with this policy and those other policies listed below.

6 Other Policies

In observance of this policy, all members of TANI must also adhere to the following:

- Sport Taekwondo UK Equity Policy
- British Taekwondo Control Board Child Protection Policy
- British Taekwondo Council Child Protection Policy
- BTCB Code of Conduct
- BTC Code of Conduct
- BTCB Policy & Procedures Manual

7 Individual Responsibilities

Individuals acting on behalf of or as members of TANI are personally responsible to help ensure that this policy is adhered to. In particular, the following must be observed by all members.

- Comply with TANI's policies and procedures on equity, namely this policy and any subsequent measures.
- Avoid unfair discrimination.
- Ensure that any dealings or correspondence with members or outside bodies or individuals are free from discriminatory behaviour or language.
- Do not encourage or allow discrimination.
- Notify the Chairperson of TANI of any actual or potential discrimination
- Do not harass, bully, threaten, intimidate or otherwise victimise any individuals who have made or wish to make complaints or who have provided or wish to provide information about discrimination.
- Do not harass, bully, threaten, intimidate or otherwise victimise any individuals, whether they are members or not, as part of discrimination.
- Do not harass, bully, threaten or intimidate or otherwise victimise any individuals who report instances of actual or suspected discrimination, whether they are members, as part of discrimination.
- Do not participate in racist, sectarian, sexist, homophobic or other offensive discriminatory behaviour while acting as members of TANI.

8 Discipline and Complaints Procedure

Actual or suspected discrimination by members of TANI will be reported to a TANI Disciplinary Committee.

The TANI Disciplinary Committee will take any disciplinary action necessary but this shall not preclude legal action being taken.

9 Record-keeping

The Chairperson of TANI or an official delegated by him or her shall keep a record of all incidents that relate to this policy, including all actions to ensure compliance and any instances in which the policy has been, or has been alleged to have been, disobeyed.

All information will be processed in accordance with the Data Protection Act 1998.

10 Types of discrimination

Bullying

This is a form of misuse of power or position. This is not merely physical mistreatment of others. Bullying behaviour unduly criticises, condemns or humiliates people producing psychological as well as physical harm. This can undermine ability and confidence.

Discrimination

Treating groups or individuals differently, often on the basis of prejudice. In this document, this refers to negative discrimination (unjust or unfair treatment), not to justifiable positive discrimination (e.g., in selection of talented athletes for teams or candidates for promotion tests).

Direct Discrimination

Treating some individual or individuals less favourably than you would treat others in the same circumstances.

Indirect Discrimination

Treatment that, whether intentional or not, adversely and unjustifiably affects a considerably larger proportion of people of one race, sex, marital status or other characteristics than another.

Harassment

Inappropriate actions, behaviour, comments or physical contact that is objectionable or offensive to the recipient. It may be of sexual or racial nature or it may be directed towards people because of their age, sexuality, a disability or some other characteristic.

Intimidation

Threatening behaviour(s) designed to influence others unfairly.

Victimisation

Treating others less favourably because of their actions.

11 Legal requirements

In addition to the specific policies detailed in this document, TANI recognises its obligations under the following Acts of Parliament and any subsequent additions or amendments to these:

- The Equal Pay Act 1970
- The Sex Discrimination Act 1975
- The Sex Discrimination Act 1986
- Rehabilitation of Offenders Act 1974
- The Sex Discrimination (Gender Reassignment) Regulations 1999
- Race Relations Act 1976
- Race Relations Amendment Act 2000
- The Disability Discrimination Act 1995

- The Human Rights Act 1998
- The Northern Ireland Act 1998
- The Employment Equality (Religion or Belief) Regulations 2003
- The Employment Equality (Sexual Orientation) Regulations 2003
- The Gender Recognition Act 2004
- The Civil Partnership Act 2004
- Employment Equality (Age) Regulations 2006

12 Lines of responsibility

TANI will strive to become an organisation that values diversity and in order to achieve this we recognise that there must be clear lines of responsibility between all segments of the organisation.

TANI as an “employer”

The TANI aspires to provide a diverse workforce, a composition of which reflects that of the broader community in terms of gender, ethnicity and disability. In order to bring about this diversity we undertake to:

- Provide full and fair considerations for all job, role and applications.
- Assist all our employees to realise their full potential by ensuring that they receive fair consideration of their training and career development needs and promotion opportunities.
- Wherever possible modify employment practices and procedures to reduce barriers experienced by members of disadvantaged social groups in seeking and during employment with the Association.
- Maintain full records in recruitment, training and employment and use this information as a means of identifying areas of inequality.
- Require all our employees to undergo relevant training before taking part in recruitment and selection.
- Regularly review our recruitment, selection, training and promotion procedures to ensure that they are fair and reflect current best practice.

TANI as a Membership Organisation

TANI is committed to encouraging membership from all sectors of the community. To achieve this we undertake to:

- Promote an open and honest culture that values diversity.
- Communicate widely, ensuring that our messages can be understood and appreciated by all.
- Positively encourage the involvement of all people, regardless of their gender, race, disability, age and social background.
- Work to redress the effects of discrimination.
- Change attitudes and working practices to ensure that everyone can feel a valued member of the Association.

Coaches

In our training and development of Coaches, we will strive to ensure that they:

- Establish and implement professional and ethical values and practice.
- Promote and apply the principals and practices of equal opportunities
- Promote positive images of people with Special needs.
- Have a commitment to providing entitlement and access to all their professional activities.
- Encourage high expectations and standards of achievement from all they teach
- Involve everyone in meaningful and appropriate activity to ensure a quality experience.
- Help everyone to achieve their full potential.

Officials and Administrators

In our involvement of officials and administrators we will expect them to

- Adopt, promote and practice the values of the Association.
- Ensure that participation can be enjoyed by all.
- Provide meaningful and appropriate experiences, which recognise and value the diversity of the participants.
- Actively encourage the participation and involvement of people from disadvantaged groups of the community.