

# Table Tennis Association of Wales Ltd Cymdeithas Tenis Bwrdd Cymru Cyf

Company Number: 4779322

Affiliated to The International Table Tennis Federation and  
The European Table Tennis Union



## Equality policy

### 1. What is Sports Equality?

- 1.1. Sports Equality is about fairness in sport, equality of access, recognizing inequalities and taking steps to address them.
- 1.2. Sports Equality is about changing the culture and structure of sport to ensure it becomes equally accessible to all members of society.
- 1.3. Sports Equality is about making sure that all our people can realise their talent and fulfill their potential
- 1.4. Sports Equality is about individuals' responsibility to challenge discriminatory practice and promote inclusion

### 2. Statement of Intent

- 2.1. TTAW wishes to act as an exemplar for equality and diversity within its sphere of influence. In doing so, TTAW commits to promoting good equitable practice within the organisation and with partners.
- 2.2. TTAW will ensure that responsibility and accountability for equality is placed firmly at the most senior levels within the organisation.
- 2.3. TTAW will deliver on this policy by building equality and diversity into all aspects of its work. All reasonable steps will be taken to ensure that employees, volunteers, players and member associations are committed to this policy
- 2.4. TTAW will ensure that no job applicant, employee, volunteer or member receives less favorable treatment on the grounds of age, colour, gender, disability, ethnic origin, parental or marital status, religious belief, social or economic status or sexual preference.
- 2.5. TTAW will work to ensure that there will be open access to all those who wish to participate in the sport and that they are treated fairly and equally.
- 2.6. TTAW is committed to ensuring that its employees, members and players are able to conduct their Table Tennis related activities free from harassment or intimidation and that TTAW's position in this is made clear to everyone

### 3. Legislative Guidance

In order to fulfill its legal obligations, TTAW's Equality Policy complies with all relevant equalities legislation including:

- The Race Relations Act 1976;
- The Race Relations (Amendment) Act 2000;
- The Sex Discrimination Act of 1975 and 1986
- The Disability Discrimination Act 1995, Parts 1-4;
- The Equal Pay Act 1970, as amended in 1983;
- The Rehabilitation of Offenders Act 1974;
- The Human Rights Act 1998, (in full force from 2000);
- The Protection from Harassment Act 1997;
- The Employment Protection (Consolidation) Act 1980, 1982, 1988, and 1989;
- All relevant European Directives, including Article 13;
- The Codes of Practice devised by the Equal Opportunities Commission, the Commission for Racial Equality and the Disability Rights Commission.
- The Employment Equality (Sexual Orientation and Religion and Belief) 2003

### 4. Types of Discrimination

#### 4.1. Discrimination can take the following forms:

##### **4.1.1 Direct Discrimination**

- This means treating someone less favorably than you would treat others in the same circumstances.

##### **4.1.2 Indirect Discrimination**

- This occurs when a job requirement or condition is applied equally to all, which has a disproportionate and detrimental affect on one sex or racial group because fewer of that group can comply with it and the requirement cannot be justified in relation to the job.
- When decisions are made about an individual, the only personal characteristics taken into account will be those which, as well as being consistent with relevant legislation, are necessary to the proper performance of the work involved.

##### **4.1.3 Harassment**

- Harassment can be described as inappropriate and unwanted actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be of a sexual or racial nature or it may be directed towards people because of their age, their sexuality, a disability or some other characteristic.

##### **4.1.4 Victimisation**

- When someone is treated less favourably than others because he or she has taken action against the Association under one of the relevant Acts (as previously outlined) or provided information about such discrimination or provided support to someone else who has or is taking action.

**4.2.** TTAW regards discrimination, victimisation and harassment, as described above, as serious misconduct and any employee of TTAW, participant or volunteer who discriminates against any other person will be liable to appropriate disciplinary action (as outlined in TTAW's Disciplinary Policy).

## **5. Implementation**

### **TTAW will:**

- 5.1. Foster and promote partnerships with key equality organisations at all levels
- 5.2. Agree an Annual Action Plan within which specific roles, responsibilities and resources are allocated and targets set
- 5.3. Achieve Intermediate and Advanced Equality Standards within recognized timescales
- 5.4. Make available a copy of this document to all staff, members and volunteers of TTAW and this will also form part of any recruitment and subsequent induction process
- 5.5. Ensure that all employees, volunteers and agents have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy
- 5.6. Take measures to ensure that its employment practices are non-discriminatory
- 5.7. Ensure that no job applicant will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unfair discrimination
- 5.8. Adopt a planned approach to eliminate barriers which discriminate and will ensure that consultants and/or agents and advisors are appointed fairly and equally. Consultants used by TTAW must demonstrate their commitment to the principles and practice of equality

## **6. Positive Action**

- 6.1. TTAW acknowledges that men, women and girls, minority groups and people with disabilities have diverse, specific and distinctive needs in relation to Table Tennis. TTAW will take positive action or introduce specific measures or programmes to promote inclusion

## **7. Promotion and Communication**

### **TTAW will:**

- promote positive images and text relating to diverse groups across a wide range of publications and formats
- where appropriate, meet the information needs of all individuals and communities
- publish and disseminate information on Table Tennis programmes promoting equality and diversity;
- establish links with appropriate partners to target specific audiences, and
- promote the use of female, ethnic minority and disabled role models in Table Tennis where appropriate

## **8. Monitoring and Evaluation**

8.1. TTAW will regularly monitor and evaluate the policy, equality action plan, practices, procedures and operations on an ongoing basis. Results will be published and included in TTAW's Annual Report/update to employees and members highlighting areas of this policy's impact.

8.2. The Chairman has the overall responsibility and accountability for the implementation of the TTAW's Equality Policy.

8.3. The Board of Directors is responsible for ensuring that this Equality Policy is implemented and to deal with any actual or potential breaches.

## **9. Disciplinary and Grievance Procedures**

9.1. To safeguard individual rights under the policy, an employee, member, official, coach or volunteer who believes he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate grievance procedure.

9.2. Appropriate disciplinary action will be taken against any employee who violates TTAW's Equality Policy.

9.3. TTAW is concerned that individuals feel confident and able to raise any grievance and no employee will be penalised for doing so unless it is untrue and not made in good faith.