



Policy 18 Equity

18.0 BAA Equity Policy Statement

The Association is committed to treat everyone equally within the context of their activity, regardless of sex, ethnic origin, religion, disability, age, sexual orientation or political persuasion.

The Association will ensure that equity as stated in the Associations Constitution, Bye Laws and Working Practices and is incorporated in all aspects of it's activities and also recognises and adopts the Sport England definition of Sports Equity:

Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society, whatever their age, ability, gender, race, ethnicity, sexuality or socio-economic status.

The Association is committed to everyone having the right to enjoy their sport in an environment free from threat of discrimination, intimidation, harassment and abuse.

18.1 In pursuing this policy, the BAA will fulfil the requirements of:

The Equal Pay Act 1970
The Sex Discrimination Act 1975 (as amended in 1986 and 1999)
The Race Relations Act 1976 (as amended in 2000)
The Disability Discrimination Act 1995 (as amended in 2005)
The Human Rights 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 2005
The Disability Discrimination Act 2005
The Employment Equality (Age) Regulations 2006
The Equity Act 2006
The Equity Act 2010
Together with any amendments to the above or new legislation.

All members have a responsibility to challenge discriminatory behaviour and promote equality of opportunity.

The Association will deal with any incidence of discriminatory behaviour seriously, according to the disciplinary procedures.

'Equal Opportunity is about celebrating difference and diversity and as such providing a structure that can respond to this in a proactive and positive manner'.

The British Aikido Association is totally committed to the principals and practice of equal opportunities across all of its activities, both as a provider and as facilitator of such practices by all its members. In our work with key partners, such as the aikidoka, clubs, coaches, officials and administrators, we will advocate our policies make every effort to ensure that all participation has equity at it's core.



18.2 Aikido is a 'sport for all'. It can and should be enjoyed and made accessible to everyone and to achieve this:

- a. **The BAA** is committed to work towards ensuring that Aikido is accessible to the, many rather than the few.
- b. **The BAA** recognizes the need to acknowledge the diversity of provision that is required to ensure that all people, regardless of their race, sex/gender, disability, age, sexual orientation, social or economic background can access Aikido and develop at a level that is appropriate to them.
- c. **The BAA** recognizes the need to celebrate differences and diversity of provision as a means of creating entitlement and accessibility to our structures.
- d. **The BAA** recognizes that equal opportunity is about recognizing that people are different and therefore require different provision.
- e. **The BAA** recognizes the need to consult widely in order to respond to diversity.

18.3 Addressing Equal Opportunities

In addressing equal opportunities, the BAA will respond to issues of equity by:

- Recognising that Aikido as an organisation – our Aikidoka, coaches, officials and administrators need to adapt and work flexibly in order to respond to the needs of a wide and diverse range of people.
- Take positive action to increase the involvement from under represented groups in all aspects of our organisation, participation, coaching, officialdom etc.

In doing so the BAA supports four key principals as being fundamental to ensuring that everyone can participate in our sport and the achievement of equality of opportunity:

- Entitlement:** People have a right to participate in and access quality and appropriate experiences within all aspects of Aikido.
- Accessibility:** It is the responsibility of the BAA – our coaches, officials and administrators – to adapt provision to fit the needs of the many.
- Inclusion:** Wherever and whenever possible, all to access the same quality of provision, and if necessary to use positive action to ensure this:
- Integrity:** Whatever we do as an Association to change or adopt provision, it must be of equal worth, challenging, relevant and in no way patronising.

18.4 Lines of responsibility

The BAA 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.



18.5 The BAA as a not for profit voluntary organisation

The BAA aspires to provide diverse volunteers, 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:

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

18.6 The BAA as a Membership Organisation.

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

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

18.7 Coaches.

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

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



18.8 Officials and Administrators

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

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

18.9 Monitoring and Review

The BAA will undertake to, in terms of organisational development, monitor, analyse results and take remedial action where necessary to ensure equity is successfully promoted.

This will take place with the Executive Committee, Coaches and Club membership using data collected through membership registration. The Equity Policy Officer will be responsible for the day-to-day implementation of the policy and reporting to the EC.

The policy and Bye Laws will be reviewed on a three yearly basis.