

Diversity and Inclusion Policy

Preamble:

Inclusion is a key pillar in the Association for Physical Education's current strategy.¹ The Board and staff have a proactive approach to understanding how the landscape of inclusion, diversity, and equality interconnects with strategic and operational aspects of the Association.

Since 2018, the Board and staff have formally used the concepts of inclusion, diversity, and equality to inform policy and actions, these terms are defined² as:

Diversity

Diversity is about recognising, respecting and valuing people's differences, and enabling them to contribute and realise their full potential within an inclusive culture.

Equality

Ensuring every individual has equal opportunities. The act of being conscious of and actively challenging bias or prejudice to ensure no-one is treated less favourably because of who they are or what makes them different from other people.

Inclusion

Being proactive to make sure people of different backgrounds, experiences and identities feel welcomed, respected and fully able to participate. It is not only about creating a diverse environment but also about ensuring a culture exists where individuals can be their full selves.

A working progress is to understand and translate the concept *equity* into the thinking of the Association's Board and staff. The Association will adopt *equitable* practices to provide what is necessary for everyone to access the same opportunities and achieve the same goals.

1. Purpose of the Policy:

- 1.1 The purpose of this policy is to outline the Association for Physical Education's commitment to promote an inclusive and equitable environment in which everyone is treated equally and with respect across all areas of activity.

2. Scope of the Policy:

- 2.1 The Association has a strong commitment to diversity and inclusion, ensuring that there is no barrier to participation in activities connected to the Board, employees, consultants, volunteers, existing or future relationships with other organizations, any services, events, or activities which the Association might directly promote, deliver, or participate in, and the membership.
- 2.2 In line with the Equality Act 2010, the Association does not tolerate direct or indirect discrimination, victimization, or harassment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation (See Appendix 1).
- 2.3 The management of the Association believe that diversity in representation is important

¹ afPE Strategy – https://www.afpe.org.uk/page/afPE_Strategy

² Definitions based on the "glossary" from the Charity Governance Code - <https://www.charitygovernancecode.org/en/glossary>

across the Board, employees, consultants, volunteers, existing or future relationships with other organisations, any services, events, or activities which the Association might directly promote, deliver, or participate in and membership. The Association's strategy and actions should aspire to:

- Attract, retain, and motivate representation from the widest possible pool of talent.
- Foster a culture that reflects our values of integrity, respect, equal treatment, and opportunity for all.
- Utilise different backgrounds, qualifications, experiences, approaches, and viewpoints.
- Utilise different sources of knowledge to inform the framing and approach in relation to diversity and inclusion (see Appendix 2).

3. Association for Physical Education's commitments:

3.1 Awareness of the Association's profile and position in terms of diversity and inclusion:

- 3.1.1 A commitment to monitor and present the talent, expertise, experience and qualification of the people and communities engaged with the Association.

3.2 Procedures and practices:

- 3.2.1 A commitment that the procedures and practices in the Association should welcome, accept, support, and treat any individual or group equitably.

3.3 Roles and understandings:

- 3.3.1 A commitment that the Association makes a strong and public pledge to progressing towards diversity of thinking on the Board.
- 3.3.2 A commitment that the Association's Board and workforce makes a proactive effort to engage and take actions to address gaps in the diversity of thinking, including appropriate training.
- 3.3.3 A commitment to appoint a Diversity and Inclusion Champion on the Board.

3.4 Recruitment practices

- 3.4.1 A commitment that all recruitment practices and policies seek to advance diversity and inclusion.

3.5 Monitoring and reviewing:

- 3.5.1 A commitment to publish and review a Diversity and Inclusion Action Plan.
- 3.5.2 A commitment to publicly report on its policies, procedures and progress to all stakeholders.
- 3.5.3 A commitment to continue to develop reporting mechanisms to assess and evaluate the equitable approach advocated by the Association.

Appendix 1 – Relevant legislation and technical information:

The Equality Act 2010 is the main, overarching anti-discrimination law which the Association for Physical Education is required to follow to help ensure that equality of opportunity is promoted across various groups and that diversity is at the heart of all that we do.

Protected characteristics are defined by a law: the Equality Act 2010. It is against the law to discriminate against someone because of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race, Religion or belief
- Sex
- Sexual orientation.

The following forms of discrimination are unlawful and unacceptable within the Association for Physical Education:

- Direct discrimination - Treating someone less favourably because of a protected characteristic
- Indirect discrimination - Applying a condition or practice which may appear to apply equally but which disadvantages a person because of a protected characteristic
- Harassment - Unwanted behaviour which relates to a protected characteristic or unwanted sexual behaviour where the effect violates a person's dignity or creates a hostile, degrading, offensive or humiliating environment
- Bullying - The misuse of power or position to persistently criticise or to humiliate and undermine a person's confidence
- Victimisation - Making a person suffer because they have, in good faith, taken action under the Equality Act 2010.

Appendix 2 - Key sources of information and guidance underpinning the Diversity and Equality Policy:

Sport England and UK Sport – A Code for Sports Governance – Tier 3 requirements, Principle 2: People (version accessed September 2022, <https://www.sportengland.org/funds-and-campaigns/code-sports-governance>)

Charity Governance Code – Principle 6. Equality, diversity, and inclusion (version accessed September 2022, <https://www.charitygovernancecode.org/en/6-diversity>)

Equality and Human Rights Commission – Equality Act guidance (version accessed September 2022, <https://www.equalityhumanrights.com/en/advice-and-guidance/equality-act-guidance>)

Equality Standard for Sport – Preliminary Level requirements (version accessed September 2022, <https://equalityinsport.org/equality-standard-for-sport/how-to-achieve/preliminary-level/index.html>)