



OSCA Foundation Equality Policy

1. Policy Statement

The OSCA Foundation is committed to Equal Opportunities by ensuring training, employment practices and access to services are fair and free from discrimination and harassment. It will ensure diversity by recognizing, valuing and respecting the diversity of each individual including visible and non visible individual differences. They may include, but not limited to protected characteristics identified in the 2010 Equality Act.

The Foundation values diversity by providing equality of opportunity to individuals by following practices that are free from unfair and unlawful discrimination and encourage mutual trust and respect for individuals.

OSCA is committed to ensuring that equity is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following 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 aim of the Equality Policy is to ensure that no participant, applicant or member of staff receives less favourable treatment on the grounds of the nine protected characteristics identified in the Equality Act 2010:

- Age;
- Disability;
- Gender
- Gender Identity;
- Race, colour, nationality, ethnic or national origins;
- Religion or belief;
- Sexual Orientation,
- Pregnancy or maternity
- Marital status

or is disadvantaged by socio-economic status or other conditions or requirements which cannot be shown to be relevant to performance.

This policy also seeks to ensure that no member of staff is victimised or subjected to any form of bullying or harassment in the workplace.

All members of staff have the right:

- To work in an environment free from discrimination, harassment and bullying;
- To have equal access to training, career development and promotion opportunities; and
- To seek re-dress, without fear of victimisation, when they perceive they have been discriminated against, harassed or bullied in the workplace.

2. Application

The Equality Policy applies to all employees, members and participants within the OSCA Foundation and its partners, and all those individuals wishing to join the Foundation or partner organisations.

OSCA Foundation is committed to valuing and respecting the diversity of each individual, to promoting fairness in sport and to equality of access. It is determined to recognise inequalities and to take steps to address them. OSCA is about changing the culture and structure of sport to ensure that it becomes equally accessible to everyone in society.

The Foundation is equally committed to fairness, equality of access, and recognising inequalities in community engagement and activities.

3. Legal and Other References

This policy is founded on the provisions of the 2010 Equality Act.

It incorporates the Sport England definition of Sport Equity

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