



# The British Aerobic Association

## Equity Policy

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*Version 2010-1*

*1st January 2010*

## 1. Statement of Intention

The British Aerobic Association (BAeA) is committed to the principles of equality of opportunity. The BAeA aims to ensure that all people, irrespective of age, gender, ability, race, religion, ethnic origin, creed, colour, social status or sexual orientation have a genuine and equal opportunity to participate in aerobatics at all levels and in all roles for which they hold appropriate qualification. This includes, participants, volunteers and officials.

### 1.1. The British Aerobic Association shall:

- Ensure that there will be open access to all its services.
- Eliminate prejudice against any group by removing barriers.
- Select, promote and train all personnel working for or on behalf of the BAeA solely on the basis of merit & ability and by adapting facilities and equipment where necessary.
- Communicate to all volunteers its commitment to equal opportunities.
- Fulfil its social responsibility to all volunteers, ensuring that appropriate support is given.
- Make every reasonable effort to prepare, produce and market materials that are appropriate for all persons in respect of language, format and approach.
- Modify any existing rules and regulations that may inhibit the inclusion of any groups, provided this does not result in the deterioration of equality required by the BAeA.
- The BAeA recognises its legal obligations and will take account of:
  - Rehabilitation of Offenders 1974
  - Sex Discrimination Act 1975, 1986, 1999
  - Race Relations Act 1976
  - Disability Discrimination Act 1995
  - Human Rights Act 2000

## 2. Definitions

### 2.1. Direct Discrimination

Direct Discrimination is defined as treating a person less favourably than others would be treated in the same circumstances.

### 2.2. Indirect Discrimination

Indirect Discrimination occurs when a requirement or condition is applied to a task, which, whether intentional or not, has an adverse effect on one sex or racial group or marital status because fewer representatives of that group are able to comply with it, and that requirement or condition cannot be justified on grounds other than race, gender or marital status.

### **2.3. Harassment**

Harassment can be described as inappropriate actions, behaviour, comments or physical contact that are objectionable or cause offence to the recipient. It may be directed towards people because of their age, sexuality, disability or some other characteristic

## **3. Conduct**

The BAeA regards discrimination and harassment as outlined above as gross misconduct and any official of the BAeA, participant or volunteer who so discriminates against any other person shall be liable to appropriate disciplinary action.

## **4. Implementation**

A copy of the policy shall be available to all officials and volunteers working for the BAeA. All these persons shall respect, act in accordance with and thereby support and promote the spirit and intentions of this policy.

A planned approach shall be adopted to remove discrimination against any group.

The BAeA shall be committed to working along side only those individuals or organisations who are prepared to demonstrate the principles and practice of equity as laid out in this document.

### **4.1. Positive action**

The BAeA may take positive action or introduce special measures, subject to continuing compliance with national statutory instruments, for a group that is currently under-represented in its membership, representative bodies or workforce.

### **4.2. Monitoring & evaluation**

The BAeA shall regularly monitor and evaluate the policy, practices, procedures and operations on an ongoing basis and inform officials, members and partners of their impact.

The Chairman shall have overall responsibility for the implementation of the equity policy.

The Board of Directors shall be responsible for implementing this policy. or any subsequent amendments or re-enactments thereof.



Alan Charles Cassidy MBE  
Chairman