



Angling Trust

Equality Policy

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Objective	To encourage diversity of gender, ethnicity, age and accessibility throughout the Organisation and in angling participation generally. The Organisation, from the Board to the Executive, to the volunteers and all our Members, whether individual or club, need to reflect the diverse culture of our country and to build bridges with all communities.		
Purpose	This policy aims to ensure that the organisation is fully compliant with the requirements of the Equality Act 2010.		

<u>Revision History</u>			
Version	Date	Summary of Changes	Name
1.0	August 2012	Unknown	Unknown
1.3	December 2015	Unknown	Unknown
1.4	14 May 2018	Updated annual review dates	Ben Snook
1.5	January 2020	Revised format/ presentation/ change to biennial review	Karen Watkinson

<u>Approvals:</u>		
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Equality Policy

1 Purpose of the Policy

- 1.1 The Angling Trust Equality Policy has been developed to ensure that no job applicant, employee, volunteer, participant, official or member is unlawfully discriminated against in any angling activity. This includes receiving less favourable treatment because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex and sexual orientation (these are known as 'Protected Characteristics' under the Equality Act 2010).
- 1.2 The Angling Trust recognises that many people at some time may have experienced being prevented from accessing and participating in sport because of one of the 'Protected Characteristics' highlighted above. This policy has been developed to assist in preventing anyone from being unfairly discriminated against and accessing any opportunity within angling whether work or participation. Angling has the potential to be one of the most accessible sports in the country and recognises the importance and value of diversity.
- 1.3 As the Angling Trust recognises the diversity and individuality that contributes to the sport of angling, it is also important to recognise and support the flexibility in approach to ensure that this is welcomed and supported. It is therefore key that this policy recognises this flexibility and is adaptable to meet the ever-changing landscape of sport.

2 Policy Objectives

- 2.1 The Angling Trust is committed to ensuring everyone wanting to be involved in angling is able to do so in a friendly and welcoming environment. To ensure this, we will endeavour to implement the following principles.
 - 2.1.1 Everyone involved in angling should respect the rights of all others and support them in participating in and enjoying fishing.
 - 2.1.2 All staff, members and volunteers of the Angling Trust will be treated the same regardless of gender, gender reassignment, age, disability, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex and sexual orientation.
 - 2.1.3 Equality will be embedded at all levels of the sport.
 - 2.1.4 It is everyone's responsibility to ensure that equality is embedded and that any discrimination does not go unchallenged.
 - 2.1.5 Anybody who feels they have been unfairly treated within the scope of this policy should raise a concern in relation to the AT disciplinary policy.
 - 2.1.6 Anybody raising a concern or supporting another in relation to a concern should not be treated unfairly.
 - 2.1.7 Positive action is encouraged to address any previous inequalities/barriers.

3 Responsibilities of the Angling Trust

- 3.1 The Angling Trust recognises its responsibility to work to ensure that the sport of angling is free from any form of discrimination. We will work to promote these standards and will:
 - 3.1.1 Promote the equality policy throughout the sport.
 - 3.1.2 Encourage other organisations to adopt these standards through this policy or a similar.
 - 3.1.3 Adopt good practice standards throughout the Angling Trust in particular relating to the recruitment and ongoing support of all employees and volunteers.

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- 3.1.4 Work in partnership with all affiliated organisations to implement this policy.
- 3.1.5 Encourage people from all backgrounds to become involved in angling at any level of participation, coaching, management and volunteering

3.2 The Angling Trust will work to ensure inequality is avoided:

- 3.2.1 In all recruitment including both training and employment.
- 3.2.2 In the production of any resources both print and video.

4 Responsibilities of the Individual

- 4.1 It is everybody's responsibility to ensure that where necessary, individuals make the Angling Trust aware of any specific requirements.
- 4.2 Individuals can be held personally liable as well as, or instead of the organisation for any unlawful discrimination. Individuals who commit serious acts of harassment may be guilty of a criminal offence.
- 4.3 Individuals should report any concerns to the HR and Business Manager or Chief Operating Officer. Staff may also report concerns to their line manager.

5 Legal Requirements

- 5.1 The Angling Trust recognises its legal obligations under and will abide by the requirements of the Equality Act 2010 and any later amendments to such legislation or subsequent equality related legislation that may be relevant to the Angling Trust.
- 5.2 It is unlawful to discriminate directly or indirectly in recruitment, employment or in the provision of services because of age, disability, sex, gender reassignment, pregnancy, maternity, race (including colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership.
- 5.3 The Angling Trust will seek advice each time this Policy is reviewed to ensure it continues to reflect the current legal framework and good practice.
- 5.4 The Angling Trust recognises that unlawful discrimination, which can take the following forms, is unacceptable:
 - 5.4.1 **Direct Discrimination:** - treating someone less favourably than another person because of a Protected Characteristic.
 - 5.4.2 **Indirect Discrimination:** an action, rule or policy that applies to everyone but disadvantages someone with a particular Protected Characteristic.
 - 5.4.3 **Associative Discrimination:** direct discrimination against someone because they associate with another person who possesses a particular Protected Characteristic.
 - 5.4.4 **Discrimination by perception:** direct discrimination against someone because others think they possess a particular Protected Characteristic.
 - 5.4.5 **Discrimination arising from disability:** someone is treated unfavorably because of something connected with his or her disability.
 - 5.4.6 **Bullying:** repeated instances of offensive, intimidating, malicious or insulting behavior, and /or an abuse or misuse of power that is meant to undermine, humiliate or injure the person on the receiving end.
 - 5.4.7 **Harassment:** unwanted or offensive conduct directed at oneself or another person that relate to one or more of the nine 'protected characteristics' outlined in point 1.1. of this document.

5.4.8 **Harassment or bullying by a third party:** the company is potentially liable for harassment of their staff by people not employed by them.

5.4.9 **Victimisation:** treating a group or individuals in a detrimental way because they have made or intend to make a complaint or provide evidence in support of another complaint.

5.5 The Angling Trust regards any form of discrimination, harassment, bullying or victimisation as very serious issues. Angling Trust staff, members, licensed coaches or volunteers who are found to have been responsible for such action against another person and following investigation and disciplinary, will be dealt with accordingly and in line with the Angling Trust Disciplinary procedure.

6 Implementation

6.1 The Angling Trust is committed to making the sport of angling more accessible to all and will be establishing an Equality Standards Action Plan to identify and communicate how they are committed to identifying and reducing any inequalities within the sport. The plan will also establish a clear message of communicating this policy throughout the organisation.

6.2 The Angling Trust will implement an annual review/update schedule to ensure that any changes required will be formally adopted across the organisation. Equality will be communicated and embedded throughout the organisation and feature in senior management meetings.

6.3 The Angling Trust Equality Action Plan will highlight how the AT will be working to develop the 'Equality Standards for Sport' previously achieved and also highlight how as a sport a commitment will be made to making it more inclusive.

7 Angling Trust Commitment to Action

7.1 The Angling Trust is committed to maintaining and developing the Equality Standard for Sport.

7.2 An equality committee will be developed to manage and implement equality standards throughout the organisation.

7.3 The Equality Policy and Action Plan will be circulated across partners and promoted throughout the sport to show the commitment to equality standards.

7.4 Equality actions will be an agenda item of all board meetings.

7.5 The Angling Trust has an up to date and robust disciplinary and grievance procedure in place for dealing with any incident in conflict of this policy.

7.6 The Angling Trust will endeavour to implement a training programme starting with key staff and eventually implementing a training scheme as part of all staff induction.

7.7 The Angling Trust will continue to embed and maintain the Activity Alliance 'LEAD'.

7.8 The Angling Trust will review current practises and look to establish more inclusive methods of engaging with and supporting all participants in angling.

7.9 Angling Trust 'FishMark' quality standard encourages the implementation of equality standards in club activity and will also be shared the new policy and action plan.

8 Monitoring and evaluation

8.1 The Angling Trust will regularly monitor and evaluate the success of this policy with a biennial review and approval by the Angling Trust Board.

8.2 Due to the nature of the equality policy, ongoing updates may also be required and approved at the equality steering group.

8.3 There may also be occasions where national policy change enforces the need for an Angling Trust

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review of the equality policy.

8.4 Any major incident may also provoke the need for policy review.