



Title: BAFA Equity and Diversity Policy – Available to everyone without prejudice

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## Introduction

As the national governing body (NGB) for the sport of American Football in Great Britain, the British American Football Association (BAFA) has a moral obligation and duty to represent the diverse membership it works with. In order to try and become truly representative of the membership we serve, we need to ensure that, in addition to fulfilling our responsibility as a BAFA Board of Director, to promote equality of opportunity in all our activities, we are committed to developing an organisational culture which values people from all sections of the community and the contribution each individual and diverse organisations can make to our work. We will ensure that our policies and practice achieve this and hence BAFA has launched this Equality and Diversity Policy.

We are striving to make the BAFA an accessible and open organisation for everyone in sport - regardless of race, religion, colour, sex, religion or belief, class, nationality, ethnic or national origin, age, disability, trade union membership, sexual orientation or marital status.

The BAFA, as the recognised NGB for the sport, will seek to address all diversity and equality issues. The aim of this strategy is to support our commitment to equality and diversity by providing a framework for continuous improvement, which covers our policies, procedures and systems. We will measure and monitor our performance in eliminating discrimination and in implementing good practice. Our objective is to ensure that all staff and members are able to participate fully and contribute their best to the work of BAFA and do not feel excluded from being able to do so.

BAFA is committed to ensuring that our sport in Great Britain is 'available to everyone without prejudice'.

## Policy context

Socio-economic and demographic trends in the UK show that the population is ageing, becoming more ethnically diverse and more mobile. The growth in asylum seekers and refugees increases the diverse nature and challenging needs of the population as a whole. Equality and diversity issues are high on the government agenda. Modernising Local Government (1999) highlights the challenges of the diversity agenda to include raising awareness; leadership; management capability, and delivering equal opportunities. The need to recognise and respond to diversity has been highlighted in a number of recent reports and initiatives. This agenda has also been accentuated by recent legislation which introduces major responsibilities and rights for groups who commonly experience disadvantage including:

- The Disability Discrimination Act (1995) that introduced measures to end discrimination faced by disabled people

- The Race Relations (Amendment) Act (2000) places a statutory duty on public sector bodies to eliminate unlawful discrimination and promote equality of opportunity and good race relations between different racial groups

BAFA will abide by the letter of, and apply the spirit of, the following:

- Equal Pay Act 1970
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Acts 1975, 1986 & 1999
- Race Relations Act 1976 and the Race Relations Amendment Act 2000
- Disability Discrimination Act 1995
- Human Rights Act 1998
- Children Act 1998
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion and Belief) Regulations 2003
- Gender Recognition Act 2004
- Civil Partnership Act 2004
- Employment Equality (Age) Regulations 2003
- Any later amendments to the above Acts/regulations, or future Acts/regulations that are relevant to BAFA.

### Strategic context

BAFA's mission is to maximise the contribution of volunteers to the development of our sport in Great Britain. With thousands of members representing players, coaches, referees, and volunteers BAFA exists to raise and maintain standards of American Football through advice, education, training and publications. The diversity agenda presents opportunities to recognise and celebrate differences, provide products and services that respond to differing needs and preferences and promote skilled and diverse workforces. As a representative organisation and a body that seeks to influence the policy agenda, BAFA recognises the importance of embracing equality and diversity issues.

### The BAFA equity and diversity vision

From an equity and diversity perspective, we want the BAFA to be a truly open, accessible and diverse organisation. We want the BAFA to become a professional body that everybody working in the sport can embrace and participate in regardless of race, religion, colour, sex, religion or belief, class, nationality, ethnic or national origin, age, disability, trade union membership, sexual orientation or marital status. To achieve this we will need to ensure that:

- Our governance and representative structures are open and welcoming to encourage participation from a wide range of people within the profession.

- We will identify and eliminate unnecessary barriers to entry and opportunities within our sport.
- Our education and membership policies provide access points for everyone.
- Our professional development and policy activities are accessible and relevant to everyone.
- BAFA personnel understand the corporate vision, are equipped with the necessary skills and provided with appropriate support to ensure that BAFA is genuinely “Available to everyone without prejudice”
- We communicate our message effectively and appropriately so that people understand the BAFA commitment to equality and diversity.

#### Monitoring and evaluation

It is the BAFA’s intention that this policy will be monitored and reviewed annually.

#### Disciplinary and grievance

BAFA will take breaches of this policy seriously, should a breach occur, the BAFA’s Grievance and Disciplinary procedures should be followed.