



Guardian Ballers CIC Equality Diversity & Inclusion (EDI) Policy

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Review: Annually
Reviewed by/date: TH (director), HJ (Operations Manager), August 2025
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This equality, diversity and inclusion policy is fully supported by the board of directors and senior management of Guardian Ballers CIC.

SECTION 1 | INTRODUCTION

1.1 About Guardian Ballers

The Guardian Ballers programme empowers young people (10-25s) through engagement in Basketball activities [BALL], education around mental-and-emotional wellbeing and identity [BE] and facilitation of practical experiences to serve local communities and charitable organisations [BETTER].

[!\[\]\(003082e50e3009141f59bd5df831749f_img.jpg\) @guardianballers](https://www.instagram.com/guardianballers) [!\[\]\(f439ede8735757e3190eab35e168f1de_img.jpg\) #BallBeBetter](https://www.instagram.com/guardianballers)

Guardian Ballers CIC are committed to encouraging equality, equity, diversity and inclusion among our clients and workforce, and to eliminating unlawful discrimination. We aim to make our workforce truly representative of all sections of society and to ensure that our clients and employees feel respected and can give their best.

This policy applies to all employees (including volunteers), workers, directors and contractors working within our environments and practices. Everyone involved in Guardian Ballers CIC plays a part in making sure all aspects of our work are inclusive and welcoming of everyone.

The implementation of this policy and completion of the action areas will be the responsibility of the Board and Chief Executive who will involve staff at all levels. It is the responsibility of everyone involved in Guardian Ballers to ensure the principles of the Equality and Diversity Policy are understood and implemented.

1.2 Purpose of the EDI Policy

This policy's purpose is to:

1. Provide equality, fairness and respect for all.
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
 - * age
 - * disability
 - * gender reassignment
 - * marriage or civil partnership
 - * pregnancy and maternity
 - * race (including colour, nationality, and ethnic or national origin)
 - * religion or belief
 - * sex
 - * sexual orientation
3. Oppose and avoid all forms of unlawful discrimination. This includes in:
 - * delivery of services
 - * access to services
 - * pay and benefits
 - * terms and conditions of employment
 - * dealing with grievances and discipline
 - * dismissal
 - * redundancy
 - * leave for parents
 - * requests for flexible working
 - * selection for employment, promotion, training or other developmental opportunities

1.3 Definition of Discrimination

Discrimination can take many forms including verbal, physical and online abuse. It is necessary for people to be aware of the different types of discrimination and the impact their actions have on others.

- **Direct discrimination** is where a person is treated less favourably than another person because of a protected characteristic. An example of direct discrimination would be refusing to employ a woman because she was pregnant or refusing to work with someone based on their trans status.
- **Discrimination by association** is direct discrimination against someone because they are associated with another person who possesses a protected characteristic (e.g. carers of disabled people);



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47A Parkside, Coventry,
CV1 2HG



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- **Discrimination by perception** is direct discrimination against someone because the other person thinks they possess a particular protected characteristic (e.g. a heterosexual man who is perceived to be gay or bi);
- **Indirect discrimination** occurs where a provision, criterion or practice is applied such that it would be to the detriment of a considerably larger proportion of the relevant group to which the individual belongs than to others. This would not be objectively justifiable and would be to the individual's detriment. An example of indirect disability discrimination could be requiring interview candidates to quickly read and interpret a long piece of text that could put people with dyslexia at a disadvantage or requiring people to be clean shaven can put some religious groups at a disadvantage.
- **Harassment** is defined as unwanted conduct that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for that person, even if this effect was not intended by the person responsible for the conduct. Employees can now complain of behaviour they find offensive even if it is not directed at them.
- **Victimisation** is considered to take place where someone is treated less favourably than others because they have alleged or supported a complaint or grievance or have given evidence in relation to a complaint.
- **Bullying** is defined as behaviour which is offensive, intimidating, malicious, insulting or an abuse of power through means intended to undermine, humiliate, denigrate, or injure. Bullying is not limited to but can include racist, sexist and homophobic/biphobic/ transphobic language and/or abuse.

Guardian Ballers regards discrimination, harassment, bullying or victimisation as gross misconduct and could lead to **dismissal without notice**.

All complaints will be taken seriously and appropriate measures including disciplinary action may be brought against any individual who unlawfully discriminates against, harasses, bullies or victimises any other person.

SECTION 2 | STATEMENTS OF COMMITMENT

Guardian Ballers CIC commits to:

1. Promote equality, equity, diversity and inclusion in the workplace as examples of good practice.
2. Create a working environment free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are valued and celebrated.

This commitment includes training managers and all other employees about their rights and responsibilities under the equality, equity, and diversity policy. Staff conduct should assist the organisation with providing equal opportunities in employment, and prevent bullying,



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harassment, victimisation and unlawful discrimination.

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination in the course of their employment, against fellow employees, clients, suppliers and the public.

3. Diligently process complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, clients, suppliers, visitors, the public and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Sexual harassment may be classed as an employment rights matter and a criminal matter, such as in sexual assault allegations. Under the definitions included in the Protection from Harassment Act 1997, harassment which is not limited to circumstances where it relates to a protected characteristic, is a criminal offence.

4. Make opportunities for training, development, and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

5. Make assessments of staff performance based entirely on merit (with the exception of any necessary and limited exemptions and exceptions allowed under the Equality Act).

6. Review employment practices and procedures periodically to ensure fairness, and update them and the policy to take account of changes in the law.

7. Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

8. Promote Sports Equality:

"Sports equality 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 everyone in society." (Sport England 'Sport Equality Scheme', 2012).

SECTION 3 | CODE OF CONDUCT

The following statements summarise the conduct expected from all Guardian Ballers staff, including volunteers and salaried employees.



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- * People will be treated with dignity and respect regardless of race, nationality, gender, sexual orientation, gender reassignment, disability and/or age.
- * At all times people's feelings will be valued and respected. Language or humour that people find offensive will not be used, e.g. sexist or racist jokes or terminology which is derogatory to someone with a disability.
- * No one will be harassed, abused or intimidated on the ground of his or her race, nationality, gender, sexual orientation, gender reassignment, disability or age.
- * Incidents of harassment will be taken seriously.

SECTION 4 | COMPLAINTS PROCESS

4.1 Making a Complaint

Complaints can be made:

- verbally to a senior member of staff, line manager or director;
- in writing by emailing hello@guardianballers.org.

4.2 Response to a Complaint

- * We will take complaints of discrimination and harassment very seriously, investigate them thoroughly, and provide opportunities for the person making the complaint to speak in a safe environment about their experience.
- * If the complaint is against a particular individual, a committee will hear their point of view.
- * The Committee will decide on the appropriate action which will ensure continued inclusion and safety of any member who has experienced discrimination or harassment.

For more detailed information of our complaints procedure, please refer to the Guardian Ballers Complaints Policy.

5. Guardian Ballers Disciplinary & Grievance Procedures

Details of the organisation's grievance and disciplinary policies and procedures can be found on sharepoint in the employee handbook. Copy can also be requested by emailing hello@guardianballers.org

Use of the organisation's grievance or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within three months of the alleged discrimination.



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