



The Grand National Archery Society

Equity Policy and Action Plan

The Grand National Archery Society
Equity Action Plan

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1. Introduction

'Sport for All'. Sport England, the GNAS and other National Governing Body's of sport have long endorsed this philosophy. The membership profile of the GNAS suggests, however, that despite the good intentions inequalities still exist.

Sport England's definition of Sports Equity is:

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'.

It is widely recognised that sport has an important role to play in society. In this respect the GNAS has developed this Equity Action Plan to illustrate its commitment to the principles of equality of opportunity. As attitudes in sport and society are changing it is appropriate that the GNAS reviews its own policy and implementation programme to encourage equity in Archery. The GNAS will make a genuine commitment to provide for all sectors of Society.

The plan will consider the following priority groups, which are generally recognised by society as being underrepresented in sport:

- People from Ethnic Minority backgrounds
- People with a disability
- Women and Girls

This Equity Action Plan is aimed first and foremost at the GNAS employees, clubs, Counties, Regions and the membership.

1.1 The Current Position

Strategic Development Plan (SDP) has identified an increase in membership growth of 2 to 5% per annum. The SDP also acknowledges increased participation in various areas of activity i.e. more Coaches and Officials, Administration etc. As an action the Board agreed the Equity Policy in 2003.

There has been no organisational focus for the co-ordination, management and delivery of the GNAS equity policy despite the growth in membership of 55% between the years 2000 and 2005. It should be recognised that much good practise, although isolated, has been achieved by the Clubs without the recognition they deserve and with little opportunity to share good ideas and practices.

Until very recently the GNAS has had only partial membership information on which to base an Equity Action Plan, especially relating to ethnicity and disability of its membership. The new DATA base will alleviate this problem as more information fields have been included.

1.2 Objective of the Action Plan

The objectives of the GNAS Equity Action Plan are to:

- Review the Equity Policy
- Collate Data on current and new membership including, but not exclusively, ethnicity and disability.
- Provide education and training and raise awareness with the membership to support the implementation of the Equity Action Plan.
- Establish timescales and operational responsibility for the implementation of the Equity Action Plan
- Establish commitment to sports equity from/to all its employees, members and volunteers
- Set up a monitoring and review process
- Establish a non-discriminatory selection, recruitment and deployment procedures / policies for employee and volunteers
- A representation of priority groups on planning, implementation and review groups

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- Introduce specific initiatives that encourage underrepresented groups to become involved in all levels of GNAS

2. Purpose of the Equality Policy and Action Plan

2.1 Equity Policy

The Grand National Archery Society (GNAS) aims to ensure that all people, irrespective of their age, gender, ability, race, nationality, religion, ethnic origin, creed, colour, social status or sexual orientation, have a genuine and equal opportunity to participate in archery at all levels and in all roles. That is, as a beginner, participant or performer, and as a coach, official, manager, administrator, employee or spectator; with respect, integrity, justice, democracy and fairness at all levels, within their area of control or influence; subject to the Laws of the Country in force at the time.

It is the aim of the GNAS to ensure that all present and potential members/employees of GNAS receive fair treatment and to provide all its services in a way that is fair to everyone.

It is also the aim of the GNAS in its relationships with its members/employees and in the provision of its services, not to disadvantage any individual by imposing any conditions or requirements that cannot be fully justified.

In pursuance of this policy, the GNAS may take special measures/positive action in favour of any group that is currently under represented in its membership, representative bodies or workforce.

In pursuance of this policy, the GNAS reserves the right to discipline any of its members/employees who practise any form of discrimination on the grounds of a persons age, gender, ability, race, nationality, religion, ethnic origin, creed, colour, social status or sexual orientation. Subject at all times to the GNAS Disciplinary Procedure, Child Protection Policy and Codes of Conduct, which should be read in conjunction with this policy.

GNAS will put in place a complaints procedure to deal with complaints or allegations made against any member, coach, official, manager, administrator or employee.

GNAS is committed to signing the Charter for the Racial Equality Charter for Sport, which is a public pledge signed by National Governing Bodies of sport to outlaw racial discrimination of any kind, subject to being within their area of control or influence. GNAS will endeavour to achieve racial equality within archery.

The GNAS will monitor and evaluate this policy on an ongoing basis and inform the members/employees of its impact.

2.2 Legal responsibilities

The GNAS fully accepts its legal responsibility in the following, inclusive but not exclusive acts:

- Sex Discrimination Acts, 1975 and 1986
- Race Relations act, 1976 and 2000
- Equal Pay Act, 1970 and 1983
- Human Rights Act 1998
- Disability Discrimination Act, 1995
- Rehabilitation of Offenders Act 1974
- The Children Act 1998
- The Children Act Scotland 1999
- The Scottish parliament Act 1999

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- Any later amendments to the above Acts or future Acts or Legislation and Guidance that are relevant to the Society.

Including Anti-doping:

- WADA

2.3 Commitment to Equity

GNAS will:

- Devise and implement an Equity Action Plan that will both eliminate and safeguard against discrimination within the sport.
- Educate and guide employees and members of the Society on the adoption and implementation of the Equity Action Plan.
- Monitor and evaluate, on a regular basis, progress against the aims and objectives contained within the Equity Action Plan.
- Take positive action or devise special initiatives to target specific sectors of the community that may be underrepresented within its employment and membership or representative bodies.

2.4 Discrimination can take the following forms

- **Direct Discrimination:**
This means treating someone less favourably than you would treat others in the same circumstances (this is permissible to redress the balance of underrepresented groups of Society)
- **Indirect Discrimination**
This occurs when a job requirement or condition is applied equally to all, which has a disproportionate and detrimental affect on one sex or racial group because fewer of that group can comply with it and the requirement cannot be justified in relation to the job.
When decisions are made about an individual, the only personal characteristics taken into account will be those which, as well as being consistent with relevant legislation, are necessary to the proper performance of the work involved.
- **Harassment**
Harassment can be described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be of a sexual or racial nature or it may be directed towards people because of their age, their sexuality, a disability or some other characteristic.
- **Victimisation**
When someone is treated less favourably than others because he or she has taken action against the Association under one of the relevant Acts (as previously outlined) or provided information about such discrimination.

3. Action Areas

The Equity Action Plan identifies the following key areas:

- **Commitment, policy and planning**
- **Data collection**
- **Administration and management**
- **Communication, publicity and information**
- **Recruitment, Education and Training**
- **Development Programmes**
- **Positive action measures**
- **Monitoring and evaluation**

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3.1 Commitment, policy and planning

- The Board to commit to the GNAS Equity Action Plan
- Set the strategy to drive Equity issues through the SDP
- Instigate a monitoring system
- Identify key people and establish Specific Priority Groups (SPG) as identified earlier
- Review current policy and practice and create an Equity Checklist for new policies.

3.2 Data Collection

- To undertake an audit of the membership
- To undertake an audit of all personnel involved in the management, coaching, administration and officials
- Develop a new member application form

3.3 Administration and management

To ensure the overall Equity Plan is appropriate and accountable, it is essential to have a clear line of management to support its activity.

- To establish a complaints and complements procedure.
- To review the constitution and all policies, procedures and Code of Conducts of the GNAS to ensure that equity is reflected throughout.
- To ensure that all employees have equity targets incorporated into their work programmes
- To maintain up-to-date records of achievement and good practice
- To apply for grants to fund the implementation of specific equity objectives contained within the equity plan

3.4 Communication, publicity and information

- Use all appropriate internal media to share ideas and highlight models of good practise
- Issue the Equity Action Plan to all clubs and Direct members
- Issue revised Codes of Conducts, as appropriate
- Grievance and complaints procedures
- To collate feedback on the Equity Action Plan from members, employees and volunteers

3.5 Recruitment, Training and education

(Recruitment process related to employees and volunteers)

- To ensure that recruitment process take into account equity issues
- All interview panels include members from both genders
- To ascertain the job applicant's understanding and commitment to equity
- To ensure that all members of the interview panel have attended equity awareness
- To develop specific recruitment programmes to attract individuals from the priority groups to become officials, coaches, staff, administrators and others
- Establishing a programme of Equity Awareness training for key volunteers and staff
- Ensure equity training is part of the induction training for all new employees
- Maintain awareness of the Equity Action Plan with the membership
- Create training resources and support material to underpin the Training and Education programme
- To ensure that all coach education and general training programmes are open and accessible to all

3.6 Development Programmes

- To develop specific, measurable and realistic equality targets within all development programmes
- To develop pilot projects and initiatives that target and work with the three priority groups.

3.7 Positive action measures

- Increase and sustain the participation of people from identified groups
 - Increase the number of coaches, officials and administrators from identified groups
- (These points call for positive discrimination which is permissible whilst identified groups are underrepresented)

3.8 Monitoring and Evaluation

- Develop a method to obtain feedback from any Equity systems put in place, will be essential to monitor and evaluate to improve Equity Planning and Practice.
- The Board and Operations Committees review systems, policies and practise to initiate change and develop good practice.

4 Disciplinary and Grievance Procedures

The GNAS Board of Directors is committed to fulfilling its duties on Equity and any reported breaches of the Equity Policy could be subjected to the GNAS Disciplinary Policy.

We promise to:

- Safeguard individual rights under the policy, an employee, volunteer or member who believes he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate procedure
- Appropriate disciplinary action will be taken against any employee who violates the GNAS Equity Policy
- The GNAS is concerned that individuals are able to raise any grievance and no person will be penalised for doing so unless it is untrue and not made in good faith

5 Priority Groups

Nationally it is recognised that the following three social groups are underrepresented in sport in the UK:

- Women and girls
- Disabled people
- Ethnic minorities

Sports, in general, are increasingly being required to provide numbers of members, official and administrators in each of the above groups.

The GNAS Equity Action Plan identifies these groups and seeks to address the reasons behind their possible under representation in archery

5.1 Women and Girls

The perception is that the percentage of women and girls involved in sport is significantly less than that for men and boys. The representation of women at all levels in sports organisations remains low. Although we have a good representation of Women and Girls within the Society

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the numbers fall below the 52 percentile of the UK population. Representation of women and girls at Elite and Potential levels are within acceptable bounds of this percentile.

Whilst the database will be able to confirm the ratio of girls / boys and women / men a survey would be required to identify the ratio of women / men in coaching, official and administration. For example the GNAS Board of Directors has a membership of 3 ladies to 6 men (33%) whilst the Operations Committee has only 1 lady to 8 men (12.5%). Is this atypical to the clubs, Counties, Regions and Home Nations?

In the year 2000, The Women's Sport Foundation (WSF) launched their National Action Plan with the aim of '*creating a positive environment in which all women and girls have an equal opportunity and adequate resources to be involved in all areas of physical activity and sport, in an activity of their choice at their chosen level and capacity*'.

By signing up to the Equity Action Plan the GNAS will be making a clear public commitment to achieve equality in archery for women and girls.

5.1.1 Key Objectives

- Make a clear public commitment to achieve gender equality in archery
- Formulate clear, measurable objectives and targets in relation to women and girls in archery
- To ensure that the sports development programme includes provision and opportunities for women and girls
- To develop a pilot project(s) that targets and works with women and girls
- Ensure that all communities are aware of the GNAS and its commitment to gender equality
- To monitor and evaluate the achievement of all objectives

5.2 Disabled People

The provision of sport for disabled people has been a key issue for Central Government and its agencies for a number of years. The GNAS has for many years been, with few exceptions, a fully inclusive sport for the disabled athletes. Just visit any tournament and you will be unlucky not to see disabled athletes competing on equal terms with their more able-bodied colleagues within the same bow style and gender class.

As an organisation we have an enviable medal success on the international circuit, from Paralympic, World and European events over a number of years.

Apart from identifiable numbers in the elite and potential performance unit and a small number of specialist clubs exact numbers of disabled and their type / class of disability is unknown. In the past this type of data has not been a requirement as we have always considered archery to be a fully inclusive membership organisation.

The membership survey should identify these details, (providing the individuals concerned are prepared to divulge this personal information). The data captured will also identify proportional representation of disabled persons holding a position of responsibility in coaching, officials and administration.

5.2.1 Key Objectives

- To make a clear public commitment to disability equality
- To adopt a multi-agency approach by working with disability sports organisations to implement the actions contained within the Equity Action Plan
- To ensure that all communities are aware of the commitment to disability equality
- To ensure that the SDP includes provision and opportunities for disabled people
- To monitor and evaluate the achievement of all objectives

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5.3 Ethnic Minority Communities

Racism in sport has been evident for all to see, in particular, the abuse that some black football players have had to endure from racist spectators. However, the production and implementation of a sports equity policy that focuses upon the requirements of ethnic minority communities is a moral and ethical imperative for governing bodies in the United Kingdom's multi-racial society. In fact, since the inception of The Race Relations Act in 1976 such a policy has been a legal requirement. In this respect, the GNAS acknowledges the need to eliminate racial discrimination and to promote racial equality within the sport.

The membership survey will provide comprehensive data that will clearly display the representation of people from ethnic communities on committees or as employees, coaches, officials, administrators, members.

In addition, the GNAS acknowledges the importance of the *Racial Equality Charter for Sport* that has been produced by Sporting Equals, in partnership with its joint funding bodies Sport England and the Commission for Racial Equality, to assist National Governing Bodies of Sport to eliminate racial discrimination and to promote racial equality.

We recognise that, under the Race Relations (Amendment) Bill, it is '*unlawful for any public authority to discriminate on racial grounds – directly, indirectly or by victimisation – in relation to any of its activities. This greater protection against racial discrimination will apply not only to statutory bodies such as local authorities, local education authorities and central government departments but also to any private or voluntary body when it is carrying out public functions*'.

By signing up to the Charter and working towards the recognised Standard the GNAS will achieve the following:

- Make a public commitment to challenge and remove racial discrimination and to achieve racial equality in the sport
- Welcome employees and spectators from all communities and protect all employees and spectators from racial abuse and harassment
- Encourage people from all communities to become involved in Archery
- Encourage skilled and talented individuals from all communities to become involved at all levels of sports administration, management and coaching
- Develop the best possible racial equality policies and practices
- Monitor and review policies and practises regularly
- Celebrate cultural diversity in sport

5.3.1 The Standard Explained

- The Standard is based on two broad areas of activity:
- Developing our Organisation – This will be a reflection of the culture, policies, leadership and people.
- Developing our Services - This activity refers to the impact that policies, leadership and people have on an organisation's programmes, communications and customer service.

There are four levels of achievement, Foundation, Preliminary, Intermediate and Advanced:

- Foundation – The organisation is committed to equality and that commitment is communicated to all staff and volunteers.
- Preliminary – The organisation is clear about what it needs to do to achieve equality, it understands the issues and barriers faced by under-represented groups in sport and has a robust equality action plan which all staff, volunteers and key stakeholders understand.
- Intermediate – The organisation is increasing opportunities for participation and involvement by a diverse range of people including representation on its own leadership, staff, board and senior volunteers. All internal policies pay due regard to diversity.

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- Advanced- Leadership and staff, including coaches and officials as well as participants are offered a fair and equal opportunity and are reflective of the community the organisation serves. Equality is central to the way an organisation carries out all of its work. All affiliated organisations and clubs are able to engage and develop participants, coaches, officials and administrators from under-represented groups.

5.3.2 Assessment and Verification of achievements

In order to make progress through the Equality Standard for Sport framework, organisations will have to provide, for each level, a portfolio of evidence of their achievements. Portfolios will then be assessed and verified by panels employed and convened by relevant Sports Councils. NB. Organisations that have achieved the Preliminary Level of the Racial Equality Standard in Sport can use this as part of the evidence needed for the Equality Standard for Sport.

5.3.3 Key Objectives

- To make a clear public commitment to achieve racial equality in the sport
- To achieve the Preliminary Level of the '*standard for racial equality in sport*'
- To achieve the Intermediate Level of the '*standard for racial equality in sport*'
- To monitor and evaluate the achievement of all objectives
- To ensure that all communities are aware of the GNAS commitment to racial equality
- To ensure that the SDP includes provision and opportunities for ethnic minority groups
- To develop a pilot project(s) that targets and works with ethnic minority groups

6. The GNAS Mission

The GNAS mission statement is:

To enable members to achieve their own personal aims by being a professionally structured and comprehensive organisation committed to excellence across the archery community.

The delivery of the equity plan is the responsibility of all the membership. However equal opportunity and fair play underpins the whole of the of the sport of archery. Equity is therefore implicit in all of the Strategic Development plan objectives whether identified or not.

All national governing bodies in England have agreed to implement the Standard as an integral part of their whole sport plans. They are committed to achieving the preliminary level of the Standard by March 2006. It is anticipated that NGBs and Sports Organisations should be in a state of readiness for assessment by March 2006.