

TASS Equality and Diversity Policy

1 Scope

The Talented Athlete Scholarship Scheme (“TASS”) is committed to promoting equality and diversity in the leadership and management of its organisation and its operations in relation to delivery of the Scheme.

TASS has established this policy to help ensure it complies with the requirements of the Equality Act 2010. This policy is relevant to all staff, sub-contracted services, and any relevant third parties in the management and delivery of the Scheme. Any enquiries in the deployment of this policy should be directed to the TASS Equality Officer.

TASS Equality Officer

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2 Commitment Statement

2.1 Protected characteristics

TASS is committed to the promotion of equality and diversity, eliminating discrimination, eradicating harassment and ensuring access for all. In doing so, TASS aims to ensure that all individuals are treated equally at all times; protecting those who share characteristics outlined below.

Protected Characteristic	Guidance as confirmed by the <i>Human Rights Commission</i>
Age	Refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).
Disability	A person has a disability if she/he has a physical or mental impairment which has a substantial and long-term, adverse effect on that person's ability to carry out normal day-to-day activities.
Gender reassignment	The process of transitioning from one gender to another.
Marriage and civil partnership	In England and Wales, marriage is no longer restricted to a union between a man and a woman; it now includes a marriage between a same-sex couple ¹ . This is also true in Scotland ² . Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act 2010).

¹ Section 1, Marriage (Same Sex Couples) Act 2013.

² Marriage and Civil Partnership (Scotland) Act 2014.

Protected Characteristic	Guidance as confirmed by the <i>Human Rights Commission</i>
Pregnancy and maternity	'Pregnancy' is the condition of being pregnant or expecting a baby. 'Maternity' refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
Race	Refers to a group of people defined by their race, colour, nationality (including citizenship), ethnic and/or national origins.
Religion or belief	'Religion' has the meaning usually associated with such term; 'belief' includes religious and philosophical beliefs, including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.
Sex	A man or a woman.
Sexual orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

2.2 Preventing discrimination

In deploying its policy to prevent discrimination, TASS aims to ensure that all stakeholders help to prevent and tackle all types of discrimination. TASS operates a 'zero tolerance' approach towards any acts of discrimination based upon the grounds of the nine protected characteristics outlined within the Equality Act 2010 (see above).

Type of Discrimination	Description
Direct discrimination	Where someone is treated less favourably than another person because of a protected characteristic.
Associative discrimination	Direct discrimination against someone because they are associated with another person who possesses a protected characteristic.
Discrimination by perception	Direct discrimination against someone because others think that they possess a particular protected characteristic. They do not necessarily have to possess the characteristic; rather, perceived to.
Indirect discrimination	Occurs when there is a rule or policy that applies to everyone but disadvantages a person with a particular protected characteristic.
Harassment	Behaviour that is deemed offensive by the recipient. Employees can now complain of the behaviour they find offensive even if it is not directed at them personally.
Harassment by a third party	Employers are potentially liable for the harassment of their staff or customers by people they do not themselves employ, i.e. a contractor.
Victimisation	Occurs when someone is treated badly because they have made or supported a complaint or grievance under this policy.

2.3 Deployment activities

Equality and diversity are encouraged through all activities in the management of TASS, in the delivery of the Scheme and specifically in (but not limited to) the areas outlined below:

Area	Activity
Staff recruitment	All staff are recruited in a fair and equitable manner. Staff selection for employment, volunteering, promotion, training or any other benefit shall be on the basis of aptitude and ability. Selection/rejection decisions are communicated and recorded with an appropriate rationale.
Staff management	Centre staff are managed equally and subject to appraisals in line with their job description, the Northumbria University processes (where appropriate) and relevant code of conduct or terms and conditions (as appropriate). It is the responsibility of every member of staff to contribute to creating an open and friendly working, playing and learning environment. Access arrangements are put in place for staff and carefully monitored where these are required.
Customer service	All feedback, complaints, appeals, allegations, incidents of discrimination or any type of unfair treatment are taken extremely seriously, acknowledged and investigated as swiftly as practicable and appropriate action is taken where appropriate.

2.4 Allegations reporting procedure

Individuals are required to report any complaints or allegations in relation to equality and diversity issues or the unlawful treatment of any individual on the basis of equality and diversity to the TASS Equality Officer in the first instance. Where required, TASS shall take appropriate action/corrective measures against unauthorised or unlawful treatment of any individual.

3 Monitoring and review

TASS has in place a standardised and systematic monitoring process to ensure the relevance of this policy. In addition, any data which is collected that relates to the implementation of this policy will be used to inform the ongoing management of TASS' organisation and the delivery of the Scheme.