

GUERNSEY DARTS



ASSOCIATION
(2010)

Sports Equity Policy

First Edition – 26th June 2020

Sports Equity Policy

1 FOREWORD

- (a) This policy reaffirms the commitment of the Guernsey Darts Association (2010) to ensure that everyone under its jurisdiction has the opportunity to take part in the sport of Darts should they so desire. It does not seek to limit this choice to participation, but will ensure that the correct systems are put into place to encourage and support those individuals with the motivation and talent to progress within their chosen sport, whatever their background may be.
- (b) Changes in equalities legislation in the Bailiwick of Guernsey, which is proposed to come into effect in either 2021 or the following year, to replace the current legislation *The Sex Discrimination (Employment) (Guernsey) Ordinance, 2005*, would cover discrimination on the grounds of either race (which includes colour, descent, national or ethnic origin and nationality), disability, or carer status (people that provide care or support for a close relative or a person that they live with who has a disability) – and also at a later date will include discrimination on grounds of age, religious beliefs, sexual orientation and sex, marriage and gender reassignment (the latter would repeal the existing Sex Discrimination Ordinance). The development of a generic equality standard and associated frameworks and performance indicators mean that this policy will go beyond the rhetoric.

2 WHAT IS SPORTS EQUITY?

- (a) It is about fairness in sport, equality of access, recognizing inequalities and taking steps to address them.
- (b) 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, sexual orientation, religious beliefs or socio-economic status.
- (c) It is about making sure that all of our people can realise their talent and fulfil their potential.
- (d) It is about using the power of sport to engage, unite and motivate people, promote social inclusion and to improve physical and mental health.
- (e) It is about the responsibility of individuals to be able to freely challenge discriminatory practice and promote inclusion.

3 WHAT ARE THE OBJECTIVES?

CORPORATE OBJECTIVES

- (a) The Guernsey Darts Association (2010) will ensure that the status, emphasis, and commitment to sports equity is improved and permeates throughout the entire organization.
- (b) The Guernsey Darts Association (2010) is fully committed to widening the traditional approach of sports equity to focus on communities experiencing disadvantage, poverty and health inequalities.

MANAGEMENT PRACTICE

- (c) The Guernsey Darts Association (2010) will ensure that commitment and responsibility for equity is placed firmly at the most senior levels within the organisation and that it will ensure that all underlying procedures are put in place in order to ensure the effective implementation of the policy.
- (d) The Guernsey Darts Association (2010) will work alongside the Guernsey Sports Commission, and any other relevant authorities to develop standards, programmes and initiatives that are inclusive.
- (e) The Guernsey Darts Association (2010) will work alongside the Guernsey Sports Commission, and any other relevant authorities to ensure that its Directors, appointed Officials and staff achieve a more effective working relationship with customers and partners by providing the necessary training and mechanisms to support equity work.
- (f) The Guernsey Darts Association (2010) will ensure that a robust monitoring and evaluation framework is in place that will provide managers with the information required in order to identify gaps and areas of inconsistency.

EMPLOYMENT

- (g) The Guernsey Darts Association (2010) is committed to having in place a framework that is representative of the communities it serves and within which its offices are located. Where gaps are and have been clearly identified, positive action programmes will support this policy.
- (h) The Guernsey Darts Association (2010) will continue to operate transparent, open and equitable recruitment and selection policies to safeguard against unfair and unlawful discrimination of either an individual or a group.
- (i) The Guernsey Darts Association (2010) is committed to the implementation of employment conditions and practices that ensure fair treatment for all staff.
- (j) The Guernsey Darts Association (2010) will ensure that sports equity and equality in employment is central to the training and development of all staff.
- (k) The Guernsey Darts Association (2010) will incorporate within its performance review system a requirement to include equality objectives and improvement targets in all individuals' performance objectives.
- (l) The Guernsey Darts Association (2010) will ensure that its Codes of Practice for Directors, appointed Officials and staff state clearly what is expected of them in terms of equity in the workplace and in the field.

SERVICES AND PROGRAMMES

- (m) The Guernsey Darts Association (2010) will ensure that sports equity is considered at the outset in the development of all the sports programmes it supports and funds.
- (n) The Guernsey Darts Association (2010) will work with the Guernsey Sports Commission, and any other relevant authorities to determine an appropriate framework that enables it to demonstrate measurable outcomes. This framework will be applied to all its funding programmes and initiatives.

- (o) The Guernsey Darts Association (2010) will ensure that all the governing bodies of sport and sporting organisations it funds demonstrate acceptable equity standards.

COMMUNICATION

- (p) The Guernsey Darts Association (2010) will work closely with its key partners to promote the importance of sports equity, and will identify and share a pool of information on relevant developments in legislation and good practice with other governing bodies and sporting organisations.
- (q) The Guernsey Darts Association (2010) will strengthen its existing regulatory structure in order to oversee and scrutinise all of its equity development work.
- (r) The Guernsey Darts Association (2010) will continue to work with the media to promote equality of sports coverage and the promotion of positive roles models and images across all priority groups.
- (s) The Guernsey Darts Association (2010) will ensure that this Sports Equity Policy and the organisation's commitment to it, is communicated to all the Directors, appointed Officials, staff and key partners.

4 SUPPORTING THE SPORTS EQUITY POLICY

- (a) The Guernsey Darts Association (2010) is committed to the production of a detailed equity strategy and implementation plan that will drive this agenda. The underlying strategy and plan will be produced and circulated following the discussions with the Guernsey Sports Commission, and any other relevant authorities and it will incorporate all key partners and agencies.
- (b) The Guernsey Darts Association (2010) recognises that there is a need for clear and detailed guidance on how to work towards sports equity and as part of the underlying strategy, intends to prepare and circulate a support pack for appointed Officials and key partners. This support pack (together with the Policy) will be available on the website of the Guernsey Darts Association (2010) for all those with an interest in and a duty to work towards the equitable provision of sport. This can be found at www.guernseydarts.com
- (c) If you or a friend need this document translated into your language (if required in French or Dgèrnésiais), or require it in an accessible format, please contact the Chairman of the Guernsey Darts Association (2010), Caroline La Touche via email on carolineLAT@cwgsy.net