

# Equal Opportunity Policy

## 1. Policy Objectives

- 1.1 Fundamental Movement Academy (FMA) subscribes to the principles of equality of opportunity and aims to ensure that anyone participating or wishing to is able to do so in a discrimination-free environment.
- 1.2 The Equal Opportunity Policy is based on the following fundamental principles, which FMA aims to uphold:
  - 1.2.1 All persons must respect the rights, dignity and worth of every human being and their right to self-determination.
  - 1.2.2 All staff, members, volunteers and job applicants are entitled to be treated fairly regardless of gender, gender reassignment, sexual orientation, age, parental or marital status, disability, religion, colour, race, ethnic or national origins, or socio/economic background.
  - 1.2.3 Equality must permeate throughout strategic and development plans.
  - 1.2.4 All participants should be afforded equal opportunity to access services.
  - 1.2.5 In some cases, positive action may be required to address past inequalities or under-representation.
  - 1.2.6 It is everyone's responsibility to ensure that no form of discrimination is tolerated at the Academy.
  - 1.2.7 Any individual who believes they have received unfavourable treatment within the scope of the policy should raise the concern in line with the FMA Complaints & Disciplinary Procedure.
  - 1.2.8 No individual (and/or their family) who raises a concern in good faith, or those who support another person to raise a concern should be treated unfairly as a result of raising the concern.

## 2. Purpose of the Policy

- 2.1 The Equal Opportunity Policy has been designed to ensure that no job applicant, employee, volunteer, participant or member is unlawfully discriminated against or receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (together these are known as the 'Protected Characteristics' under the Equality Act 2010.)
- 2.2 FMA recognises that individuals (and/or certain groups in our society who share one or more Protected Characteristics) may have been denied opportunity to access or participate fully in sport in the past. This Policy has been produced to try to ensure that everyone is treated fairly and avoid practices that could discriminate directly or indirectly towards certain sections of society.

In order to achieve equality, FMA recognises that in some instances, unequal distribution of effort and resources may be required. This may be necessary when sections of society are faced with barriers that prevent or restrict their participation in activities. FMA supports the need for positive action to alleviate any barriers to participation.

2.3 Equality is about respecting peoples' individuality. In doing this, FMA recognizes that its Policy must provide flexibility in order to ensure a service which, is adaptive to individuals' needs, thus enabling all in our society to participate without prejudice or unnecessary barriers.

### **3. Responsibilities of Fundamental Movement Academy**

3.1 FMA strives to ensure that our sport is free from discrimination. We endeavor to promote the highest standards and will: -

3.1.1 Provide and implement a policy to protect participants from discrimination.

3.1.2 Encourage individuals from all communities to become involved at any level of participation, coaching, officiating and management.

3.1.3 Adopt good practice in recruitment, training and supervision of all employees and volunteers, and provide good practice guidance to our members.

3.1.4 Ensure partnering organisations adopt either FMAs' Equal Opportunity Policy or similar.

3.1.5 Respond to all concerns and implement the appropriate disciplinary and appeals procedure.

3.2 FMA will work to ensure that inequality is avoided: -

3.2.1 When selecting, recruiting and training individuals.

3.2.2 In the structure and content of all assessment procedures.

3.2.3 In the monitoring of practices, procedures and data relating to the operations and activities of the association and its affiliated bodies.

3.2.4 In the preparation and distribution of all materials and publications.

3.2.5 By the relaxation of any conventional rules and regulations which serve to inhibit the performance of those candidates with special needs or disabilities, providing that such action does not have detrimental effect on the standard, quality and integrity of the regulations.

### **4. Responsibilities of the Individual**

4.1 Everyone associated with FMA is required to assist in ensuring that the Academy meets its commitment and avoids unlawful discrimination.

4.2 Individuals can be held personally liable as well as, or instead of, the Academy, for any act of unlawful discrimination. Individuals who commit serious acts of harassment may be guilty of a criminal offence.

## 5. Legal Requirements

- 5.1 FMA recognises its legal obligations under, and will abide by the requirements of, the Equal Opportunities Act 2010, and any later amendments to such legislation or subsequent equality related legislation that may be relevant to FMA.
- 5.2 It is unlawful to discriminate directly or indirectly in recruitment, employment or in the provision of services because of age, disability, sex, gender reassignment, pregnancy, maternity, race (including colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership.
- 5.3 FMA will seek advice each time this Policy is reviewed to ensure it continues to reflect the current legal framework and good practice.
- 5.4 FMA recognises that the following is unacceptable: -  
Discrimination, Harassment, Bullying and Victimisation'
- 5.5 Unlawful discrimination, which can take the following forms:-
- 5.5.1 **Direct Discrimination:** - treating someone less favourably than another person because of a Protected Characteristic.
- 5.5.2 **Indirect Discrimination:** - an action, rule or policy that applies to everyone but disadvantages someone with a particular Protected Characteristic.
- 5.5.3 **Associative Discrimination:** - direct discrimination against someone because they associate with another person who possesses a particular Protected Characteristic.
- 5.5.4 **Discrimination by perception:** - direct discrimination against someone because others think they possess a particular Protected Characteristic.
- 5.5.5 **Discrimination arising from disability:** - someone is treated unfavourably because of something connected with their disability.
- 5.5.6 **Bullying:** - offensive, intimidating, malicious or insulting behaviour, and/or an abuse or misuse of power that is meant to undermine, humiliate or injure the person on the receiving end.
- 5.5.7 **Harassment:** - unwanted or offensive conduct directed at oneself or another person.
- 5.5.8 **Harassment by a third party:** - the Academy is potentially liable for harassment of their staff by people not employed by them.
- 5.5.9 **Victimisation:** - treating a group or individuals in a detrimental way because they have made or intend to make a complaint or provide evidence in support of another complaint.
- 5.6 FMA regards acts of discrimination, bullying, harassment or victimisation as serious issues. Staff or members who, following disciplinary procedures are found to have discriminated against, harassed, bullied or victimised any other person, will be dealt with appropriately.
- 5.7 FMA recognises it has a duty it is committed to making reasonable adjustments for disabled people.

5.8 FMA's duty to make reasonable adjustments includes the removal, adaptation or alteration of physical features, if the physical features make it impossible or unreasonably difficult for disabled people to use services.

5.9 FMA, when acting as a service provider, has an obligation to think ahead and address any barriers that may impede disabled people from accessing its service.

## **6. Implementation Procedures**

6.1 FMA has developed an over-arching Equality Action Plan, which is designed to increase the diversity of the organisation and its membership. The plan also sets out the actions that FMA will take to improve our sport, making it more accessible in order to reduce inequalities and under-representation in its activities. The Plan clearly sets out FMAs' commitment to communicating equality with all staff and membership.

6.2 FMA has fully embedded its Equality Action Plan in to its strategy and planning tool to ensure that equality actions are an integral part of FMAs' continuous improvement process.

## **7. Monitoring and Evaluation**

7.1 FMAs' Equality Policy will be regularly monitored with a full policy review which will take place annually. The following situations may also evoke a review of the policy: -

7.1.1 As a result of any changes in legislation.

7.1.2 As a result of any changes in governance of the sport.

7.1.3 Following a procedural review as a result of a significant case.

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