



## Equality, Diversity and Inclusion Policy

### Statement of Intent

- Croquet England welcomes and values people from diverse backgrounds and identities.
- Our leaders promote and support inclusivity and diversity in all our activities.
- We actively encourage everyone to reach their potential in our sport, no matter what challenges they may face.
- We promote croquet across a wide range of communities.
- We do not tolerate discrimination.

### Scope

To maintain an environment where individual differences and the contribution of all our members, associates, volunteers, players, visitors and employees are recognised and valued.

### The Legal Framework

The Equality Act 2010 brought together several pieces of legislation into a single Act. It legally protects everyone from discrimination, harassment and victimisation.

### Protected characteristics

We all have some protected characteristics and so everyone is protected from discrimination by the Equality Act. There are nine protected characteristics:

- Age.
- Disability.
- Gender reassignment.
- Being married or in a civil partnership.
- Being pregnant or on maternity leave.
- Race including colour, nationality, ethnic or national origin.
- Religion or belief.
- Sex.
- Sexual orientation.

You are also protected from discrimination if:

- You are associated with someone who has a protected characteristic, for example, a family member or friend.
- You have complained about discrimination or supported someone else's claim.

## **Types of discrimination**

Discrimination can take the following forms:

- Direct Discrimination when someone is treated unfairly because of a protected characteristic, or someone thinks that you have a protected characteristic (known as discrimination by perception).
- Indirect Discrimination when rules or arrangements apply in the same way for everybody but disadvantage a group of people or individuals with a protected characteristic.
- Harassment when behaviour or attention directed at an individual or group because of a protected characteristic violates their dignity, humiliates them or creates an offensive environment for them.
- Victimisation when someone is treated badly because they complained about discrimination or helps someone else who has been discriminated against.

## **Raising a concern**

Refer to the Equality, Diversity and Inclusion Procedures

## **References**

Equality, Diversity and Inclusion Procedures

Child Safeguarding Policy

Adult Safeguarding Policy

Policy for Transgender People Competing in Domestic Competitions

Anti-Bullying Policy

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