



## Equality, Diversity and Inclusion Procedures

### **Purpose**

To raise awareness in the croquet community that some individuals and/or certain sections of the population are more likely to be affected by discrimination or to feel excluded.

To prevent and tackle any discrimination, or other unfair treatment, whether intentional or unintentional, direct or indirect that may discourage individuals or groups from participating fully in our sport or its administration.

To ensure that all our practices are inclusive including, but not limited to, recruitment, selection, promotion and marketing.

Everyone should know what our policy is on equality, diversity and inclusion, and what they should do to prevent breaches of it. These procedures describe the requirements of Croquet England's Equality, Diversity and Inclusion Policy.

### **Responsibilities**

Individuals must not discriminate against or harass any other individual in the course of their croquet activities, either on or off the court. They are required to comply with this policy and to assist Croquet England to meet its commitment to this policy, through their own behaviour and by reporting discriminatory behaviour to which they are subjected or witness.

All Trustees, senior management, committee members, and employees of Croquet England, all club committees and all tournament managers are required to set an appropriate standard of behaviour, to lead by example and to ensure that those around them adhere to this policy and promote Croquet England's aims and objectives with regards to equality, diversity and inclusion.

### **What is the difference between Equity and Equality?**

The Equality and Human Rights Commission describes equality as, 'Ensuring that every individual has an equal opportunity to make the most of their lives and talents.'

In order for everyone to have an equal opportunity to succeed in croquet, it may sometimes be necessary to treat different people in different ways e.g. extra practice, easier ways to pay, dedicated sessions or events for particular groups. This is known as equity.

In other words, equality is what we want to achieve, and equity is how we get there.

It is not discriminatory or unlawful to have specific rules or arrangements in place if they can be justified as 'positive action'. Taking positive action is legally acceptable if people with a protected characteristic are at a disadvantage, or if they have particular needs or if they are under-represented in an activity or type of work.

## **Action**

Croquet England will promote this policy and encourage all its affiliated federations and clubs to adopt it.

Croquet England may take positive action in the form of proportionate measures to encourage people from under-represented groups to play, to apply for roles within croquet, and to overcome a perceived disadvantage or meet specific needs based on a protected characteristic.

Croquet England will use the five pillars of the [Moving to Inclusion Framework](#) as guidance for creating a continuous improvement plan.

Croquet England will develop and maintain a diversity and inclusion action plan, building on the [Inclusivity and Diversity Report 2021](#) and the findings from [2022 Player survey](#). This will provide a framework for developing a culture that values and encourages diversity and inclusion, and for identifying where taking positive action could make a real difference.

## **Raising a concern**

Croquet England regards any form of discrimination, harassment or victimisation as misconduct.

Breaches of this policy will be taken seriously. Anyone who is experiencing or who witnesses discrimination should report it to [Complaints Administrator](#) and it will be dealt with under the Complaints Procedure. If such a complaint is upheld then any member, associate, volunteer or employee responsible for discrimination will be liable to appropriate disciplinary action.

Individuals who commit serious acts of discrimination may be guilty of a criminal offence, as well as gross misconduct.

## **Further Information**

Further help and guidance can be obtained from the following:

Equality Act 2010: [Equality Act 2010: guidance - GOV.UK \(www.gov.uk\)](#)

[What do I need to know? A summary guide to your rights \(publishing.service.gov.uk\)](#)

## References

[Equality, Diversity and Inclusion Procedures](#)

[Complaints Procedure](#)

[Volunteer Grievance Procedure](#)

[Codes of Conduct](#)

[Child Safeguarding-Responding, Recording and Reporting Procedures](#)

[Adult Safeguarding-Responding, Recording and Reporting Procedures](#)

[Procedures for Transgender People Competing in Domestic Competitions](#)

[Anti Bullying Procedures](#)

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