

Equality Policy

The Northern Ireland Field Archery Association (NIFAA) is committed to encouraging equality and diversity among our membership and eliminating unlawful discrimination.

The aim is for our membership to be truly representative of all sections of society and for each member to feel respected and able to give their best.

The organisation - in providing instruction in archery and opportunities to compete at all levels - is also committed against unlawful discrimination of members or the public.

The policy's purpose is to:

- provide equality, fairness and respect for all in our association, whether volunteers, visitors or members.
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation.
- oppose and avoid all forms of unlawful discrimination. This includes in dealing with grievances and discipline, dismissal, training or other developmental opportunities.

The organisation commits to:

- encourage equality and diversity in all of our clubs as they are good practice and make business sense.
- create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all members and volunteers are recognised and valued.

This commitment includes training instructors and all other members about their rights and responsibilities under the equality policy. Responsibilities include instructors conducting themselves to help the organisation provide equal opportunities and prevent bullying, harassment, victimisation and unlawful discrimination.

All members should understand they, as well as NIFAA can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination whilst acting on behalf of NIFAA against fellow members and the public.

- take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow members, volunteers, visitors, the public and any others in the course of the organisation's activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and any appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

- make opportunities for training, development and progress available to all members, who will be helped and encouraged to develop their full potential.
- review practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
- monitor the make-up of the membership regarding information such as age, gender, ethnic background,

sexual orientation, religion or belief, and disability in encouraging equality and diversity, and in meeting the aims and commitments set out in the equality policy.

Monitoring will also include assessing how the equality policy, and any sporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

The equality policy is fully supported by the NIFAA Committee and membership.

Details of the organisation's grievance and disciplinary policies and procedures can be found in the NIFAA Constitution which is available for download on the NIFAA website. This includes with whom a member should raise a grievance.

Use of the organisation's grievance and/or disciplinary procedures does not affect a member's right to take separate legal action.