



## Equality, Diversity & Inclusion Policy

### Policy Statement

British Dodgeball supports the principle of equal opportunities for all participants, members, representatives and employees whilst working for, or on behalf of British Dodgeball. We pride ourselves in that we are an open and accessible sport and that there are no barriers to participation across the organisation, from players and volunteers to staff and Board members.

Dodgeball is a mixed gender sport, and so we recognise diversity and we value everyone's individual differences. We strive to maintain and continuously improve our working practices to benefit all those who participate or would like to participate in our sport. Anyone who has the desire to be involved in the sport of dodgeball should be encouraged to take up the opportunity and be nurtured to reach their full potential.

### Objectives

British Dodgeball is fully committed to the principles of equality of opportunity and is responsible for ensuring that no job applicants, employees, consultants, directors, volunteers or participants (referred to in this document as "Stakeholders") are unlawfully discriminated against because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (referred to in this document as "Protected Characteristics").

- To ensure that all Stakeholders are given the same opportunities regardless of their socioeconomic backgrounds.
- To encourage members, partner organisations, suppliers, sponsors and customers, to adopt and demonstrate their commitment to the principles and practice of equality as set out in this Equality, Diversity & Inclusion (EDI) Policy.
- To enable British Dodgeball to consider positive action where necessary, or to introduce special measures to assist any group with any Protected Characteristics which is currently underrepresented within any group of Stakeholders.

### Scope

This policy applies to:

- British Dodgeball, including its board members, directors, officers, and those of its employees who are involved in any aspect of interacting with stakeholders in any capacity;
- All members of British Dodgeball (including any clubs, teams, associations or leagues) or otherwise under the jurisdiction of British Dodgeball;
- All players and spectators and those otherwise involved in Events, Competitions, and other activities organised, convened, authorised or recognised by British Dodgeball or any of its members (including any clubs, teams, associations or leagues), wherever held;
- Any other Athlete (including International-Level Athletes) or Athlete Support Person or other Person who, by virtue of a contractual arrangement or otherwise, is subject to the authority of British Dodgeball; and
- Any other Person British Dodgeball has authority; whether or not such person is a citizen of or resident in the United Kingdom.

### The Equality Act 2010

The Equality Act 2010 is the legal framework for fairness and requires us to protect people from unfair treatment and to promote equality and good relations between diverse groups of people. It replaces the different 'strands' of equality with nine protected characteristics. It also repeals most previous equalities-related legislation (although this Act does not apply in Northern Ireland).



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The characteristics protected under the Act are:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

The Equality Act 2010 is about treating people fairly, with dignity and respect. We believe that a consideration of equality, diversity and inclusion is ethically the right thing to do and essential to achieving our mission, vision and values as we deliver on our plans for the future of dodgeball. Most of the provisions came into force in October 2010. Further provisions came into force in April 2011.

A copy of the Equality Act 2010 can be found at [legislation.gov.uk](http://legislation.gov.uk).

### Commitment to EDI

- British Dodgeball will promote equality of opportunity to its members/employees. We will monitor the implementation of this policy and keep members/employees informed of its impact;
- British Dodgeball will ensure that the policy is effectively communicated and that proper training and guidance is given to ensure that all members and employees fully understand their responsibilities as set out both in the policy and the legislation;
- British Dodgeball will apply the principles of equity to all staff and all job applicants so that there is equality of opportunity. British Dodgeball's aim is that no individual is denied employment opportunities for reasons unrelated to ability;
- All stakeholders have a responsibility to observe this policy and to ensure that equality of opportunity is continuously provided for, in all British Dodgeball's activities; and
- British Dodgeball will reserve the right to discipline in relation to discrimination of Protected Characteristics.

### Types of Discrimination

British Dodgeball recognises the following as being unacceptable:

- **Direct Discrimination:** treating someone less favourably than you would treat others because of a Protected Characteristic.
- **Indirect Discrimination:** applying a provision, criterion or practice which, on the face of it, applies equally to all but which, in practice can disadvantage individuals with a particular Protected Characteristic. Such requirements or conditions are lawful only if they can be objectively justified.
- **Harassment:** engaging in unwanted conduct relating to a relevant Protected Characteristic or unwanted conduct of a sexual nature where the conduct has the purpose or effect of violating the recipient's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient, or any other individual affected by such conduct. British dodgeball is committed to ensuring that its Stakeholders are able to conduct their activities free from harassment.



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- **Bullying:** the misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence.
- **Victimisation:** subjecting someone to a detriment because he or she has in good faith taken action under the Equality Act 2010 (or equivalent legislation) by bringing proceedings, giving evidence or information in relation to proceedings, making an allegation that a person has contravened the Equality Act 2010 (or equivalent legislation) or doing any other thing for the purpose of or in connection with the Equality Act 2010 (or any equivalent legislation).

British Dodgeball regards discrimination, harassment, bullying or victimisation, as described above, as serious misconduct. All complaints will be taken seriously and appropriate measures including disciplinary action may be brought against any Stakeholder who unlawfully discriminates against, harasses, bullies or victimises any other person.

### Reasonable Adjustments

When any decision is made about an individual, the only personal characteristics that may be taken into account are those that are consistent with any relevant legislation and are relevant to the substance of the decision being made. British Dodgeball recognises that it has a duty to make reasonable adjustments for disabled persons. British Dodgeball will consider all requests for adjustments and where possible will accommodate reasonable requests and will work with disabled Stakeholders to implement any adjustments that will enable them to participate more fully in sports related activities or in the management and organisation of sport.

### Transgender Policy

British Dodgeball promotes a zero-tolerance approach to transphobia. Transphobia includes discriminatory language and behaviours directed towards anyone who comes under the umbrella term of transgender. Please refer to our [Transgender Policy](#) for more information, including competition eligibility regulations with respect to transgender individuals.

### Complaints Procedure

- To safeguard individual rights under this EDI Policy, any Stakeholder who believes they have suffered inequitable treatment within the scope of this EDI Policy may raise the matter through the [Complaint & Feedback Policy](#) or [Disciplinary Policy](#).
- Appropriate disciplinary action may be taken against any British Dodgeball Stakeholder who violates this EDI Policy under the relevant British Dodgeball disciplinary procedures.
- An individual raising a grievance or complaint will not be penalised for doing so unless it is untrue and not made in good faith.
- As with all grievances, complaints and disciplinary procedures, there will be the right of appeal as set out in the [Disciplinary Policy](#).

### Essential Contacts

#### British Dodgeball Board & Chair

- **British Dodgeball Chairperson:** [chair@britishdodgeball.com](mailto:chair@britishdodgeball.com).
- The Board of British Dodgeball is responsible for ensuring that this EDI Policy is adopted, implemented, followed, and reviewed when appropriate. The Board is also responsible for ensuring that this EDI Policy is enforced and any breaches are dealt with appropriately.
- The Chairperson has the overall responsibility for the implementation of this EDI Policy.



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- A staff member or member of the Board will be designated as the EDI Officer by the Chairperson and will have the overall day-to-day responsibility for the implementation of this EDI Policy and for achieving any equality-related actions resulting from it. The EDI Officer's work programme will be amended to reflect this. If required, an internal and/or external equality group will be created to provide additional support.

Other contacts that may be useful include:

- **Equality & Human Rights Commission:** 0808 800 0082
- **Citizens Advice Bureau:** 0800 144 8848

### Monitoring & Evaluation

We are committed to implementing, monitoring and evaluating this strategy so that successive generations of players can enjoy playing dodgeball, no matter who they are, what traits they possess, or what background they come from.

Implementation plans will be reviewed by British Dodgeball on a regular basis to monitor and evaluate progress against the strategy. Where appropriate, we will make adjustments in line with updated legislation.

Last Review Date: 16<sup>th</sup> August 2025