



**The Grand National Archery Society  
Equity Policy  
May 2007**

Confirmed by the GNAS Board  
21<sup>st</sup> July 2007

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## Statement of Intent

The Grand National Archery Society (GNAS) has a desire and a duty to provide services fairly, without discrimination, and is fully committed to the principles of equality of access and opportunity.

The GNAS, Home Country Sports Council's, and other National Governing Body's of sport have long endorsed this philosophy. The membership profile of the GNAS suggests, however, that despite the good intentions inequalities still exist.

It is widely recognised that sport has an important role to play in society. In this respect the GNAS has developed this Equity Policy to illustrate its commitment to the principles of equality of opportunity. As attitudes in sport and society are changing it is appropriate that the GNAS continually monitor its own policy and implementation programme, and conduct a formal annual review of their policy to encourage equity in Archery. The GNAS will make a genuine commitment to provide for all sectors of Society.

This Equity Policy is aimed first and foremost at the GNAS Employees, Clubs, Counties, Regions and the membership in general.

For the policy to be successful, the GNAS will ensure that all staff are committed to, and are involved in its delivery. The overall responsibility will lie with the Director of Marketing and Development, and day to day responsibility will lie with the Chief Executive of the GNAS to ensure that the policy is adhered to. In addition, the GNAS will endeavour to embed equality through its policies, procedures and day to day practice.

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## The GNAS Mission Statement

*To enable members to achieve their own personal aims by being a professionally structured and comprehensive organisation committed to excellence across the archery community.*

The delivery of the equity policy is the responsibility of all the membership. However equal opportunity and fair play underpins the whole of the sport of archery. Equity is therefore implicit in all of the Strategic Development Plan objectives whether identified or not.

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## The Policy

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### Current Position

The GNAS Strategic Development Plan (SDP) has identified an increase in membership growth of 2% to 5% per annum. The SDP also acknowledges increased participation in various areas of activity, i.e. more Coaches and Officials, Administration etc. As an action, the Board agreed the previous Equity Policy in 2003.

There has been no organisational focus for the co-ordination, management and delivery of the GNAS equity policy despite the growth in membership of 55% between the years 2000 and 2005. It should be recognised that much good practice, although isolated, has been achieved by the Clubs without the recognition they deserve and with little opportunity to share good ideas and practices.

In January 2007 a GNAS Equity group was formed and the policy has been reviewed in consultation with staff, Board members, volunteers, members and appropriate organisations. The GNAS are committed to achieving the Equality Standards: A Framework for Sport.

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### Purpose

The GNAS has produced this policy to ensure that all people, irrespective of their age, gender, ability, race, nationality, religion, ethnic origin, colour, social status or sexual orientation, have a genuine and equal opportunity to participate in archery at all levels and in all roles subject to the Laws of the Country in force at the time.

The scope of this policy then will cover involvement in archery as a beginner, participant or performer, and as a coach, official, manager, administrator, employee, volunteer or spectator. Everyone will be treated with respect, integrity, justice, democracy and fairness at all levels, within their area of control or influence.

In pursuance of this policy, the GNAS may take specific measures and positive action in some cases, in favour of any group that is currently under represented in its membership, representative bodies or workforce.

In pursuance of this policy, the GNAS reserves the right to discipline any of its members/employees who practice any form of discrimination on the grounds of a person's age, gender, ability, race, nationality, religion, ethnic origin, colour, social status or sexual orientation. Subject at all times to the GNAS Disciplinary Procedure, Child Protection Policy and Codes of Conduct, which should be read in conjunction with the policy.

The GNAS will put in place a complaints procedure to deal with complaints or allegations made against any member, coach, official, manager, administrator or employee.

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## Aims

This policy aims to ensure that all present and potential members/employees of the GNAS receive fair and equal treatment, and to provide all of its services in a way that is fair to everyone.

It is also the aim of the GNAS in its relationships with its members/employees and in the provision of its services, not to disadvantage any individual by imposing any conditions or requirements that cannot be fully justified.

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## Actions

The GNAS is committed to achieving the four levels of the Equality Standards: A Framework for Sport, over time. The GNAS will endeavour to achieve equality within archery.

The GNAS will:

- Devise and implement an Equity Action Plan that will both reduce, eliminate and safeguard against discrimination as well as providing opportunities to participate in the sport of archery at all levels.
- Educate and guide employees and members of the Society on the Equity Policy and the adoption and implementation of the Equity Action Plan.
- Monitor and evaluate, on a regular basis, progress against the aims and objectives contained within the Equity Action Plan.
- Take positive action or devise specific initiatives to target sectors of the community that may be underrepresented within its employment and membership or representative bodies.
- Support its clubs, members and volunteers in their own development, encouraging them to play an active role in the work of the Society.
- Encourage and support the personal development of its employees and to assist their progress within the organisation.
- Use all appropriate internal media to share ideas and highlight models of good practice
- Monitor and evaluate this policy on an ongoing basis and inform the members/employees of its impact.
- Ensure the new/revised policy will be available and easily accessible to all staff in the following ways:
  - It will be included in the new staff handbook and will be accessible via the organisation's website.
  - It will be discussed & covered in staff training.
  - The Equity Policy will also form part of any recruitment and subsequent induction process.

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## Priority Groups

The GNAS recognise that the following five social groups are under represented in sport in the UK:

- Women and girls
- Disabled people
- Ethnic minorities
- The socially deprived (those on low incomes or those who live in areas of high deprivation)
- People of certain age categories (older people, 45 years plus)

The GNAS recognises these groups and seeks to address the reasons behind their possible under representation in archery. The GNAS will take positive action or introduce specific measures/programmes to promote inclusion.

Positive and active measures to address participation rates of those from the priority groups will be developed through the GNAS Equity Action Plan.

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## Legal Responsibilities

The Law requires the GNAS not to discriminate against its employees, members and volunteers and it recognises its legal obligation under the following legislation;

- Sex Discrimination Acts, 1975,1986 and 1999
- Race Relations act, 1976 (and amendment in 2000)
- Equal Pay Act, 1970 and 1983
- Human Rights Act 1998
- Disability Discrimination Act, 1995 and 2004
- Disability Rights Commission Act 1999
- Rehabilitation of Offenders Act 1974
- The Children Act 1998
- The Children Act Scotland 1999
- The Scottish Parliament Act 1999
- The Employment Protection (Consolidation) Act 1978
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion and Belief) Regulations 2003
- Gender Recognition Act 2004
- Civil Partnership Act 2004
- Employment Equality (Age) Regulations 2006
- Equality Act 2007

The GNAS will ensure that any later amendments to the above Acts or future Acts or Legislation and Guidance which are relevant to the Society are followed and adhered to.

The GNAS will seek appropriate legal advice each time this policy is reviewed to ensure it continues to comply with all legislation requirements.

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## Implementation

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### Action Plan

The GNAS will implement this policy by the production of an Equity Action Plan, where specific actions will be established to address inequality and promote equity.

The GNAS recognises the importance of the Equity Action Plan and will identify what internal resources it has available to deliver the plan. The GNAS, however, recognises that to deliver the whole of the plan it will require sufficient support from the External Agencies who require the GNAS to achieve this plan.

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### Responsibilities

To ensure the overall Equity Policy and Action Plan is appropriate and accountable, it is essential to have a clear line of management to support its activity. Therefore, the following responsibilities will apply:

- The Director of Marketing and Development for GNAS is responsible for ensuring that this Equity Policy is followed and will have the overall responsibility for the implementation of the policy.
- The Chief Executive Officer has responsibility for equality within the GNAS Staff and day to day responsibility.
- The GNAS Equity Group is responsible for the monitoring and evaluation of the policy and action plan.

The GNAS will ensure that all employees have responsibilities to act in accordance and support the policy and ensure that all employees have equity targets incorporated into their work programmes.

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### Monitoring and Evaluation

The following will apply:

- The approved policy will apply for one year before a formal review is conducted
- The GNAS will develop a method to monitor the operation of the policy and to obtain feedback, essential to improving Equity Planning and Practice.
- The GNAS Board and Operations Committees will review systems, policies and practice to initiate change and develop good practice.

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### Disciplinary and Grievance Procedures

The GNAS Board of Directors is committed to fulfilling its duties on Equity and any reported breaches of the Equity Policy could be subjected to the GNAS Disciplinary Policy (see GNAS website [www.gnas.org](http://www.gnas.org), documents page).

The GNAS will:

- Safeguard individual rights under the policy, an employee, volunteer or member who believes he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate procedure

- Appropriate disciplinary action will be taken against any employee, volunteer or member who violates the GNAS Equity Policy.

The GNAS support individuals to raise any grievance, and no person will be penalised for doing so unless it is untrue and not made in good faith.

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## Contact Information

If members wish further information on this policy, or wish to participate in any of the governance or implementation arrangements for this policy, they should:

Write to:  
The GNAS Equity Group  
The Grand National Archery Society  
Lilleshall National Sports Centre  
Nr Newport  
Shropshire  
TF10 9AT

Email:  
[Kate.griffiths@sportstructures.com](mailto:Kate.griffiths@sportstructures.com)

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## Appendix: The Equality Standard: A Framework for Sport Explained

The Standard is based on two broad areas of activity:

- Developing our Organisation – This will be a reflection of the culture, policies, leadership and people.
- Developing our Services - This activity refers to the impact that policies, leadership and people have on an organisation's programmes, communications and customer service.

There are four levels of achievement, Foundation, Preliminary, Intermediate and Advanced:

- Foundation – The organisation is committed to equality and that commitment is communicated to all staff and volunteers.
- Preliminary – The organisation is clear about what it needs to do to achieve equality, it understands the issues and barriers faced by under-represented groups in sport and have a robust equality action plan which all staff, volunteers and key stakeholders understand.
- Intermediate – The organisation is increasing opportunities for participation and involvement by a diverse range of people including representation on its own leadership, staff, board and senior volunteers. All internal policies pay due regard to diversity.
- Advanced- Leadership and staff, including coaches and officials as well as participants are offered a fair and equal opportunity and are reflective of the community the organisation serves. Equality is central to the way an organisation carries out all of its work. All affiliated organisations and clubs are able to engage and develop participants, coaches, officials and administrators from under-represented groups.

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### Assessment and Verification of achievements

In order to make progress through the Equality Standard for Sport framework, organisations will have to provide, for each level, a portfolio of evidence of their achievements. Portfolios will then be assessed and verified by panels employed and convened by relevant Sports Councils. NB. Organisations that have achieved the Preliminary Level of the Racial Equality Standard in Sport can use this as part of the evidence needed for the Equality Standard for Sport.

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## Appendix: Forms of discrimination

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### Direct Discrimination:

This means treating someone less favourably than you would treat others in the same circumstances.

### Indirect Discrimination

This occurs when a job requirement or condition is applied equally to all, which has a disproportionate and detrimental affect on one sex or racial group because fewer of that group can comply with it and the requirement cannot be justified in relation to the job.

When decisions are made about an individual, the only personal characteristics taken into account will be those which, as well as being consistent with relevant legislation, are necessary to the proper performance of the work involved.

### Harassment

Harassment can be described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be of a sexual or racial nature or it may be directed towards people because of their age, their sexuality, a disability or some other characteristic.

### Victimisation

When someone is treated less favourably than others because he/she has taken action against the Society under one of the relevant Acts (as previously outlined), or provided information about such discrimination.

The GNAS regards discrimination, harassment or victimisation, as described above, as serious misconduct and any employee, volunteer or member who discriminates against, harasses, or victimises any other person will be liable to appropriate disciplinary action.