



## **EQUALITY, DIVERSITY AND INCLUSIVITY POLICY**

### **EQUALITY, DIVERSITY AND INCLUSIVITY VISION STATEMENT**

1. British Lacrosse is fully committed to supporting the principle and practice of equality, diversity and inclusivity, making lacrosse an inclusive and diverse sport that welcomes and has an offer for everyone.
2. No participant, volunteer, job applicant or employee will receive less favourable treatment on the grounds of the protected characteristics (age, gender, gender reassignment and gender recognition, parental or marriage or civil partnership status, ethnicity, religion or belief, disability, social status, sexual orientation, pregnancy, maternity or paternity) or be disadvantaged by conditions or requirements that cannot be shown to be relevant to performance.
3. British Lacrosse believes in the potential and collective strength of 'achieving more together'. In particular,
  - (a) We are approachable and inclusive;
  - (b) We welcome diversity of people and thought;
  - (c) We are responsible and responsive in our plans and actions;
  - (d) We appreciate dialogue and discussion – encouraging a style that is open, engaging, constructive and positive;
  - (e) We respect the autonomy of the individual home nations;
  - (f) We value being part of the global lacrosse family; and
  - (g) We are proud of our past, grounded in the realities of the present, and have an eye firmly on the future.
4. British Lacrosse and its partners in the sport of lacrosse are united in encouraging everyone involved in the sport to adopt this vision for equality, diversity and inclusivity.

### **EQUALITY, DIVERSITY AND INCLUSIVITY IN BRITISH LACROSSE**

5. 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'.
6. The term 'diversity' refers to a mix of people from different backgrounds. Inclusion is the culture in which the mix of people can come together, take part in the environment they are in, feel comfortable and confident to be themselves. Inclusion ensures that everyone feels valued and importantly, adds value.
7. British Lacrosse is fully committed to the principles of equality of opportunity and is responsible for ensuring that none of its members, volunteers, employees, or job applicants receives less favourable treatment, intimidation,

or discrimination on the grounds of age, gender, gender reassignment, disability, race, ethnic origin, nationality, marriage or civil partnership, pregnancy, maternity or parental, religion or belief, socio-economic status, sexual orientation, or political belief.

8. British Lacrosse will make every effort to ensure that everyone, who wishes to, has an equal opportunity to participate in the sport of lacrosse, whether as a beginner, participant, performer, or as a coach, manager, employee, administrator or official.
9. British Lacrosse seeks to prevent and tackle any potential or current discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against anyone wishing to participate in the sport of lacrosse, in whatever capacity.
10. Discrimination may take any of the following forms:
  - (a) *Direct Discrimination* – when someone is treated unfairly because of a protected characteristic<sup>1</sup>, or someone thinks you have that protected characteristic (known as discrimination by perception) or you are connected to someone with that protected characteristic (known as discrimination by association);
  - (b) *Indirect Discrimination* – when there is a provision, criterion or practice that applies in the same way for everybody but disadvantages a group of people or individual with a protected characteristic;
  - (c) *Harassment* – when an individual receives unwanted conduct related to a protected characteristic and the conduct has the purpose or effect or violating the individual's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment. It is also harassment if the unwanted conduct is sexual in nature or is related to gender reassignment or sex, or the individual is treated less favourable because they did not submit to or rejected the unwanted conduct; or
  - (d) *Victimisation* – when someone is treated badly because they complained about discrimination or helps someone else who has been discriminated against.

## POLICY STATEMENTS

11. British Lacrosse will display its commitment to inclusivity by:
  - (a) Creating an environment free of bullying, harassment, victimisation, and discrimination, promoting dignity and respect for all, and where individual differences and the contribution of all staff, volunteers and members are recognised and valued;
  - (b) Providing appropriate training to all its employees, Board members and key volunteers to raise awareness of both collective and individual responsibilities;
  - (c) Maintaining our representation where we are doing well, and improving representation in areas where we could improve;

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<sup>1</sup> Protected Characteristics are defined in the Equality Act 2010 as; age, disability, gender reassignment, marriage and civil partnership, race, religion or belief, sex, sexual orientation.

- (d) Recognising that in some cases, to achieve the principle of equality, positive action<sup>2</sup> may be necessary to tackle under-representation;
  - (e) Publicising our commitment to all employees, Board members, volunteers, and officials;
  - (f) Monitoring, evaluating, and reviewing the impact of policies in order to set benchmarks and track progress.
12. British Lacrosse will ensure open access to all its services such that no individual or group is discriminated against in their pursuit of inclusion in lacrosse or its administration because of any personal characteristic other than those that are relevant to performance.
  13. British Lacrosse is committed to increasing the diversity of volunteers (including Board and committee members), players, coaches and staff and will carry out initiatives and work with key stakeholders to encourage more people from under-represented groups become more actively involved in all aspects of British Lacrosse's activities..
  14. British Lacrosse will not tolerate prejudice against any group or individual and will take action to prevent unfair treatment of or discrimination, intentional or unintentional, direct or indirect, against anyone wishing to participate in the sport of lacrosse, in whatever capacity.
  15. British Lacrosse regards discrimination, harassment or victimisation as serious misconduct and any employee, Board member, volunteer or member who discriminates against, harasses, or victimises any other person will be liable to appropriate disciplinary action.

## **RESPONSIBILITY**

16. Equality, diversity inclusivity are everyone's responsibility: not responding to discriminatory or unacceptable language and behaviour is not an option.
17. All employees, Board members, volunteers, and officials have the responsibility to respect, act in accordance with and thereby support and promote the spirit and intentions of this policy.
18. The Board is responsible for the implementation of this policy throughout British Lacrosse.

Adopted: 14<sup>th</sup> December 2021

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<sup>2</sup> Positive action is a range of measures allowed under the Equality Act 2010 which may be lawfully taken to encourage and enable people from under-represented groups to help them overcome disadvantages that may hinder their opportunities in lacrosse.