

## Equality, Fairness and Diversity

### Equal Opportunity in Speed Skating

Equal Opportunity is about celebrating difference and diversity and as such providing a skating structure that can respond to this in a proactive and positive manner'.

The Federation of Inline Speed Skating is totally committed to the principals and practice of equal opportunities across all of it's members both as an employer, provider and as facilitator of such practices by all it's members. In our work with key partners, such as the athletes, clubs, teachers, coaches, officials and administrators, we will make every effort to ensure that all participation has equity at it's core.

Skating is a 'sport for all'. It can and should be enjoyed and made accessible to everyone and to achieve this:

The Federation of Inline Speed Skating is committed to work towards ensuring that skating is accessible to the, many rather than the few.

Our Federation recognises the need to acknowledge the diversity of provision that is required to ensure that all people, regardless of their race, sex/gender, disability, age, sexual orientation, social or economic background can access skating and develop at a level that is appropriate to recognises the need to celebrate differences and diversity of provision as a means of creating entitlement and accessibility to our structures.

The Federation of Inline Speed Skating recognises that equal opportunity is about recognising that people are different and therefore require different provision.

The Federation of Inline Speed Skating recognises the need to consult widely in order to respond to diversity.

### Addressing Equal Opportunities

In addressing equal opportunities, The Federation of Inline Speed Skating will respond to issues of equity by:

Recognising that speed skating as an organisation – our staff, athletes, coaches, officials and administrators need to adapt and work flexibly in order to respond to the needs of a wide and diverse range of people.

We will take positive action to increase the involvement from under represented groups in all aspects of our organisation, participation, coaching, teaching, officialdom etc.

In doing so the Federation of Inline Speed Skating supports four key principals as being fundamental to ensuring that everyone can participate in our sport and the achievement of equality of opportunity:

#### Entitlement:

Accessibility: Inclusion: Integrity:

It is the responsibility of Federation of Inline Speed Skating – our coaches, officials and administrators – to adapt provision to fit the needs of the many.

Wherever and whenever possible, to enable all to access the same quality of provision, and if necessary to use positive action to ensure this:

Whatever we do as a federation to change or adopt provision, it must be of equal worth, challenging, relevant and in no way patronising.

#### Lines of responsibility

The Federation of Inline Speed Skating will strive to become an organisation that values diversity and in order to achieve this we recognise that there must be clear lines of responsibility between all segments of the organisation.

#### The Federation of Inline Speed Skating as an employer and user of volunteers.

The Federation of Inline Speed Skating aspires to provide a diverse workforce, a composition of which reflects that of the broader community in terms of gender, ethnicity and disability. In order to bring about this diversity we undertake to:

Provide full and fair considerations for all job, role and applications.

Assist all our employees and volunteers to realise their full potential by ensuring that they receive fair consideration of their training, career and sports development needs and promotion opportunities.

Wherever possible modify employment practices and procedures to reduce barriers experienced by members of disadvantaged social groups in seeking and during employment with the Association.

Maintain full records in recruitment, training and employment and use this information as a means of identifying areas of inequality.

Regularly review our recruitment, selection, training and developmental procedures to ensure that they are fair and reflect current best practice.

#### The Federation of Inline Speed Skating as a Membership Organisation.

The Federation of Inline Speed Skating is committed to encouraging membership from all sectors of the community. To achieve this we undertake to:

Promote an open and honest culture that values diversity.

Communicate widely, ensuring that our messages can be understood and appreciated by all.

Positively encourage the involvement of all people, regardless of their gender, race, disability, age and social background.

Work to redress the effects of discrimination.

Change attitudes and working practices to ensure that everyone can feel a valued member of the Association.

Coaches.

In our training and development of Coaches, we will strive to ensure that they:

Establish and implement professional and ethical values and practice.

Promote and apply the principals and practices of equal opportunities

Promote positive images of people with Special needs.

Have a commitment to providing entitlement and access to all their professional activities.

Encourage high expectations and standards of achievement from all they teach

Involve everyone in meaningful and appropriate activity to ensure a quality experience.

Help everyone to achieve his or her full potential.

Officials and Administrators

In our involvement of officials and administrators we will expect them to

Adopt, promote and practice the values of the Federation.

Ensure that participation can be enjoyed by all.

Provide meaningful and appropriate experiences, which recognise and value the diversity of the participants.

Actively encourage the participation and involvement of people from disadvantaged groups of the community. "