



BRITISH AMERICAN FOOTBALL REFEREES ASSOCIATION LIMITED

Equity and Diversity Policy

1. BAFRA recognises that discrimination and victimisation is unacceptable and that it is in the interests of the sport of British American Football and its members to utilise the skills of the total membership. It is the aim of BAFRA to ensure that no member or membership applicant receives less favourable facilities or treatment (either directly or indirectly) in recruitment or deployment on grounds of age, disability, gender or gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation (the protected characteristics).
2. Our aim is that our membership will be truly representative of all sections of society and each member feels respected and able to give their best.
3. All members, whether Qualified, Associate, Competent Associate, Affiliate Member, Junior, Flag/5-on-5 or Restricted Overseas Member, will be treated fairly and with respect. Selection for promotion, training or any other benefit will be based on aptitude and ability. All members will be helped and encouraged to develop their full potential with the talents and resources of the membership will be fully utilised to maximise the efficiency of the organisation. Our members will not discriminate directly or indirectly, or harass because of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex or sexual orientation.
4. This policy and the associated arrangements shall operate in accordance with statutory requirements. In addition, full account will be taken of any guidance or Codes of Practice issued by the Equality and Human Rights Commission, any Government Department or statutory body.

Our Commitment

- To create an environment in which individual differences and the contributions of all our members are recognised and valued.
- Every member is entitled to an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development, and progression opportunities are available to all members.
- To promote equality.
- We will review all practices and procedures to ensure fairness.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.

Responsibilities of BAFRA

5. Responsibility for ensuring the effective implementation and operation of the arrangements will rest with the BAFRA Board of Directors. The Board of Directors will ensure that they and their members act within this policy and that all reasonable and practical steps are taken to avoid discrimination. The Board of Directors will ensure that:

- all their members are aware of the policy and the arrangements, and the reasons for the policy.
- grievances concerning discrimination are dealt with as per the BAFRA Disciplinary policy.
- proper records are maintained.

Responsibility of members

6. Responsibility for ensuring that there is no unlawful discrimination rests with all members and the attitudes of members are crucial to the successful operation of fair practices.

In particular all members should:

- comply with the policy.
- not discriminate in their activities or induce others to do so.
- not victimise, harass, or intimidate other members or groups who have, or are perceived to have, one of the protected characteristics.
- ensure no individual is discriminated against or harassed because of their association with another individual who has a protected characteristic (as stated in 1.)
- inform the BAFRA Welfare Officer or a member of the Board of Directors if they become aware of any discriminatory practice.

Third Parties

7. Third-party harassment occurs where a BAFRA member is harassed, and the harassment is related to a protected characteristic, by third parties. BAFRA will not tolerate such actions against its members, and the member concerned should inform the BAFRA Welfare Officer or a Member of the Board of Directors at once that this has occurred. BAFRA will fully investigate and take all reasonable steps to ensure such harassment does not happen again.

Monitoring

8. Any concerns raised will be held by the BAFRA Welfare Officer and Director Without Portfolio #2. This may lead to a following of the procedures set out in the BAFRA Disciplinary policy.