



# BRITISH BASEBALL FEDERATION DIVERSITY, EQUALITY AND INCLUSION POLICY

## British Baseball Federation Diversity Equality and Inclusion Policy

The British Baseball Federation (BBF) as an all-volunteer organisation is committed to encouraging equality and diversity amongst our participants, volunteers, coaches, officials, with the aim to eliminate unlawful discrimination.

The aim is for our volunteers to be truly representative of all sections of society and our member clubs' participants and for each person to feel respected and able to give their best.

The British Baseball Federation, in addition to providing, operating and organising its baseball services, leagues, events, is also committed against unlawful discrimination of participants playing its sport, volunteers or the public.

### 1 **Applicable**

1.1 This policy applies to all current volunteers and participants of the British Baseball Federation and its affiliates, including full-time and part-time volunteers.

### 2 **Definitions**

What we mean by equality, diversity and inclusion:

**2.1 Equality:** ensuring people are not treated less favourably; unjustifiably. Specifically on the basis of one or more protected characteristics defined by the Equality Act 2010 and other anti-discrimination legislations

**2.2 Diversity:** recognising and valuing the benefits of different perspectives, backgrounds and experiences. Also, identifying and acknowledging under-representation, and taking active steps to address it through initiatives, policies, and systemic change.

**2.3 Inclusion:** actively embracing people with diverse perspectives, backgrounds and experiences. And creating an environment that enables us all to feel a sense of belonging, and where we can achieve the extraordinary together.

**2.4** Equality, diversity and inclusion are not identical, but they are reliant on one other to tackle discrimination. For example, we cannot achieve real inclusion unless we embrace equality and diversity. We often use diversity as an umbrella term to describe any of our equality, diversity and inclusion initiatives.

**2.5 Protected characteristics:** The protected characteristics covered under anti-discrimination laws are: age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion or belief, sex and sexual orientation. Political opinion is a protected characteristic in Northern Ireland only.

**2.6 Unlawful discriminations:** When a person or group of people are treated less favourably than another person or group of people would be treated based on their protected characteristic.



Types of discrimination:

**2.6.1 Direct discrimination** – treating someone unfairly because of their protected characteristic.

**2.6.2 Indirect discrimination** – A practice, policy or rule applied to everyone that may at first appear fair or neutral, but puts people of a particular protected characteristic at a disadvantage.

**2.6.3 Discrimination by association** – a person is treated unfavourably because of another person's protected characteristic.

**2.6.4 Discrimination by perception** – when someone is treated unfairly because others believe they have a protected characteristic.

**2.6.5 Victimisation** – a person is treated less favourably because they have or is expected to complain about discrimination.

**2.6.6 Harassment** – unwanted conduct that has the purpose or effect of violating a person's dignity of creating an intimidating, hostile, degrading, humiliating or offensive environment.

**2.6.7 Bullying** – as persistent, offensive, abusive, intimidating or insulting behaviour, abuse of power or unfair sanctions which make the recipient feel upset, threatened, humiliated or vulnerable, which undermines their self-confidence and which may cause them to suffer stress. Please see the British Baseball Federation's anti-bullying & harassment policy.

### 3 Policy Statement

This policy sets out our commitment and our members to:

**3.1** Treat all people, regardless of their background, with dignity and respect.

**3.2** Ensure that we attract and retain people from the widest possible diversity of backgrounds and experiences to and at all levels of the organisation.

**3.3** Provide equality, fairness and respect for all of our volunteers, whether temporary, part-time or full-time.

**3.4** Not unlawfully discriminate as defined under the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation as well as under any equality standards set by contracts signed by the British Baseball Federation.

**3.5** Oppose and avoid all forms of unlawful discrimination. This includes pay and benefits, terms and conditions of volunteering, dealing with grievances and discipline, dismissal, and selection for promotion, training or other developmental opportunities.

### 4 Our Standard

**4.1** No unlawful discrimination shall occur in the support and management of our people and delivery of our services, and all decisions shall be objective and fair with individual circumstances taken into account.

**4.2** We expect all our people will use appropriately inclusive language and behave in a way that will uphold the dignity of colleagues, service users, and stakeholders.

**4.3** Ensure that recruitment & selection, and promotion is transparent merit-based and fair

**4.4** Create an environment that values difference and is free from prohibited discrimination, victimisation, bullying or harassment. Any individual who experiences or witnesses discrimination / harassment is encouraged to report it. All complaints will be taken seriously, promptly and thoroughly investigated, and dealt with in a sensitive and effective manner. Further details are set out in the British Baseball Federation's anti-bullying & harassment policy.



**4.5** The portrayal of under-represented groups within our campaigns and materials should be balanced, and not reinforce stereotypes as set out under our content standards in the British Baseball Federation's IT policy.

**4.6** We will maintain clear policies in place to ensure that fundraising practices do not put pressure on, or take advantage of people in vulnerable circumstances. This could include, for example, speakers of English as an additional language, older persons or disabled persons / persons with disabilities.

**4.7** Review volunteer practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

**4.8** Monitor the make-up of the volunteer workforce regarding information such as age, sex, ethnic background, etc and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy. Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

## **5 Monitoring and Compliance**

**5.1** All diversity-related staff and volunteer, service users and complaints data, will be captured and actively monitored, to ensure our policy and strategies are working effectively in practice and inform their development.

**5.2** Any intentional or malicious breach of this policy will be promptly investigated under the British Baseball Federation's complaints and grievance procedure.

**5.3** Anonymised equality and diversity monitoring information may be provided to external organisations to meet our contractual obligations or to comply with legislation (e.g. Sport England, UK Sport, DCMS).