

British Society of Sports History Equality and Diversity Policy

POLICY

- This policy applies to all members of the Board of Trustees, volunteers, members, and the general public.

Commitment

Equality and diversity are central to the work of The British Society of Sports History (hereafter referred to as 'The Society').

The Society will treat all people with dignity and respect, valuing the diversity of all.

The Society will promote equality of opportunity and diversity. Within its power, it will eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation, religion/ belief, neurodiversity and co-occurring difficulties, or any other factor irrelevant to the purpose in view.

Through its work and events, The Society will aim to tackle exclusion, inequality, discrimination and disadvantage in the field of sports history. The Society aims to embed this in all its policies, strategies, procedures, day-to-day practices and external relationships.

For this policy to be successful, it is essential that everyone within The Society is committed to and involved in its delivery.

Aims

The Society aims to:

- Work towards a just Society free from discrimination, harassment and prejudice.
- Promote equality of opportunity and diversity within research and output in the field of sports history.
- Create effective relationships with all parts of our membership community.

Objectives

The Society's objective is to realise its standards by:

- Challenging discrimination.
- Sustaining, regularly evaluating and continually improving its strategies to ensure equality and diversity principles and best practice are embedded in those strategies to meet the needs of individuals and groups.
- Ensuring all meetings and events are accessible according to need.
- Working together with the membership to provide accessible and relevant information that responds to members' needs.
- Striving to ensure that trustees and committee members are representative of the membership.
- Responding to members' needs and encouraging their development in the field of sports history research.

- Recognising and valuing the differences and individual contribution that all people make to The Society.
- Providing fair resource allocation.
- Being accountable.

Why have this policy?

- The Society recognises, respects and values diversity in its trustees, volunteers and members.
- The Society has this policy because it is a people-led organisation that must always ensure it meets the needs of the membership through fair and appropriate measures.

PROCEDURES

Responsibility for Implementation

- This policy covers the behaviour of all members of The Society and sets out the way they can expect to be treated in turn by The Society.
- The overall responsibility for ensuring adherence to and implementation of this policy lies with the Executive Board of Trustees.

Method of Implementation

The Charity intends to implement this policy by:

- Appointing at least one member of the Board of Trustees with responsibility for ensuring this policy is adhered to within all Society business.
- Ensuring that Trustees, volunteers, members and partner organisations are made aware of, understand, agree with, and are willing to implement, this policy.
- Monitoring the services, publicity and events provided by The Society, to ensure that they are accessible to all sections of the population and do not discriminate, and taking active steps to encourage representative participation.

Monitoring and Reviewing

- The Society has declared its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity. Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress. The Board of Trustees will review the policy annually.

Policy approved by the Trustees

17 October 2022