



**Policy number:** 03

**Policy Name:** Irish Squash Equality, Diversity & Inclusion Policy

**Version Control**

**Version:**

**Date:**

**Version Control History**

<i>Version</i>	<i>Date</i>	<i>Author</i>	<i>Changes</i>
1.0	21st May 2024	Maxine Strain	

**Board Approved: 26.05.2024**

A handwritten signature in black ink, appearing to read "Rosie Barry".

**Signed:** \_\_\_\_\_

**Name:** Rosie Barry, President

**Next Review Date:** Q3 2027

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# 1. Overview

## 1.1 Purpose of Policy

Irish Squash reaffirms its commitment to ensuring equal opportunities, inclusivity, diversity and anti-discrimination within all aspect of Squash on the island of Ireland, both on and off the court. This commitment reaches beyond compliance, and extends in aiming to create a culture where diversity is celebrated and all squash participants are empowered to contribute and feel valued.

This equality and diversity and inclusion policy is built upon the values of the organisation;

- EXCELLENCE - Operating to the highest standard
- COLLABORATION - Working together
- INTEGRITY - Doing the right thing
- AMBITION – Being motivated to achieve
- PASSION - Driving life-long healthy participation
- INCLUSION - Providing access, opportunity and fun

These values are part of the Irish Squash Strategic Plan 2022-2027

Irish Squash aims to become a leading sporting National Governing Body in the promotion and implementation of equality, diversity and inclusion. The organisation aims to promote squash as a sport, free from discrimination, harassment and prejudice, which genuinely represents all parts of society on the island of Ireland.

The Irish Squash Strategic Plan 2022-2027, details the organisation's commitment to increasing diversity of volunteers, participants, clubs, provincial associations, tutors, coaches and staff through initiatives and the support of an more inclusive environment.

## 1.2 Scope of Policy

This policy applies to all activities Irish Squash is involved in and applies to all affiliated Clubs, Provincial Associations, Participants, Volunteers, Contractors, Parents, Coaches and those who work with and/or on behalf of or those who represent our organisation.

## 1.3 Objectives of Policy

This policy sets out our commitment to;

- promoting an environment of equality in Squash;
- encouraging our members and those we interact with or engage to be responsible for ensuring our competitions and activities are administered in a fair and equal way.
- Involving all people from all backgrounds and abilities into our sport.
- embedding a culture of equality, inclusivity and diversity in all the work that we do
- complying with the National Sports Policy (dated 2018-2027) to ensure that a minimum of 40% of Board positions are held by women.

## 2. Policy Guidelines

### 2.1 Legal basis and compliance

The policy aligns with the Equal Status Acts 2000-2018 and relevant equality legislation in Northern Ireland. These laws prohibit discrimination on various grounds, including gender, marital status, family status, age, disability, sexual orientation, race, religion, and membership of the Traveller community.

### 2.2 Promotion of equality

Irish Squash will promote equality and prevent discrimination through education, training, and awareness initiatives. All affiliated bodies are required to adopt and implement the principles of this policy.

### 2.3 Responsibilities

**Clubs and Provincial Associations:** Must ensure their policies and practices are in line with this policy.

**Coaches and officials:** Must attend training on equality and diversity.

**Participants and volunteers:** Expected to uphold the principles of this policy in their interactions and behaviour.

### 2.4 Positive action

Irish Squash will take positive action to promote equality, including initiatives to increase the participation of underrepresented groups.

### 2.5 Monitoring and reporting

The Governance Committee will monitor compliance with this policy and report annually to the Board. Breaches of the policy will be investigated, and appropriate action taken.

## 3. Definitions

### 3.1 Discrimination

Any form of unequal treatment, whether direct or indirect, based on grounds such as gender, marital status, family status, age, disability, sexual orientation, race, religion, or membership of the Traveller community.

### 3.2 Direct discrimination

Treating a person less favourably than another in a comparable situation based on any of the prohibited grounds.

### **3.3 Indirect discrimination**

Policies or practices that appear neutral but disadvantage a particular group disproportionately.

### **3.4 Harassment**

Unwanted conduct related to any of the prohibited grounds that has the purpose or effect of violating a person's dignity and creating an intimidating, hostile, degrading, humiliating or offensive environment.

### **3.5 Sexual harassment**

Any form of unwanted verbal, non-verbal, or physical conduct of a sexual nature.

### **3.6 Victimisation**

Treating a person less favourably because they have made a complaint or supported a complaint about discrimination or harassment.

### **3.7 Reasonable accommodation**

Adjustments or modifications provided to enable people with disabilities to participate equally and fully.

### **3.8 Positive action**

Measures taken to promote equality for disadvantaged groups or to cater to the special needs of persons.