



EQUALITY AND DIVERSITY POLICY

DATE	VERSION	APPROVAL
November 2024	V2	Approved at Board Meeting December 2024

Aim of the Equality and Diversity Policy

The aim of this policy is to communicate the commitment of all members of Table Tennis Ireland to the promotion of equality of opportunity for all employees, volunteers, and members.

It is our policy to provide equality for all, irrespective of:

- **Gender:** includes man, woman, or transgender (see 'legislation covering discrimination' below).
- **Civil status:** includes single, married, separated, divorced, widowed people, civil partners and former civil partners.
- **Family status:** this refers to the parent of a person under 18 years or the resident primary carer or parent of a person with a disability.
- **Sexual orientation:** includes gay, lesbian, bisexual, and heterosexual.
- **Religion:** means religious belief, background, outlook, or none.
- **Age:** this does not apply to a person aged under 16.
- **Disability:** includes people with physical, intellectual, learning, cognitive or emotional disabilities and a range of medical conditions.
- **Race:** includes race, skin colour, nationality, or ethnic origin.

- Membership of the Traveller community.

Discrimination is defined as less favourable treatment. An employee/volunteer/member is said to be discriminated against if they are treated less favourably than another employee/volunteer/member is treated, has been treated, or would be treated, in a comparable situation on any of the above 9 grounds.

Discrimination can be *direct* or *indirect*.

To establish direct discrimination, a direct comparison must be made. For example, in the case of disability discrimination, the comparison must be between a person who has a disability and another person who does not have a disability; or between two people with different disabilities.

Indirect discrimination is when practices or policies do not appear to discriminate against one group more than another but have a discriminatory impact.

Indirect discrimination can also happen where a requirement that may appear non-discriminatory adversely affects a particular group or class of people.

TTI oppose all forms of unlawful and unfair discrimination. All job applicants, employees, others who work for the Organisation (Table Tennis Ireland), volunteers and members will be treated fairly and will not be discriminated against. Decisions about recruitment, selection, employment, training, or any other benefit will be made objectively and without unlawful discrimination.

Scope

Our Equal Opportunity Policy applies to all employees, potential employees, volunteers, and members.

Equality Commitments

We are committed to:

- Promoting equality of opportunity for all involved with TTI.
- Promoting a good and harmonious environment in which all employees, volunteers and members are treated with respect.
- Protected Characteristics such as Political opinion: This includes unionist, nationalist, or other political beliefs, or none.
- Explicit recognition of the focus on religious belief and political opinion in Northern Ireland due to its unique socio-political history.
- Preventing occurrences of unlawful direct or indirect discrimination, harassment, and victimisation.
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice:
- Complying with our equal opportunities policy and associated policies.
- Taking lawful affirmative action where necessary or appropriate.
- Regarding all breaches of equal opportunities as misconduct that could lead to disciplinary proceedings.
- Fostering good relations. Sectarian harassment will not be tolerated and will be treated as a serious disciplinary matter."
- A commitment to adhering to the requirements for reasonable adjustments under Northern Ireland's Disability Discrimination legislation.

Implementation

The Chairperson has specific responsibility for the implementation of this policy. Every member also has responsibilities, and we expect all connected with Table Tennis Ireland to abide by the policy and help to create the equality environment which is its objective.

To implement this policy, we shall:

- Communicate the policy to employees, job applicants, volunteers, and members ~~v~~via our ~~w~~Website and employee inductions.
- Include duties in respect of implementing the equal opportunities policy into job descriptions and work objectives.
- Provide equality training and guidance as appropriate.
- Ensure that those engaged in selecting or promoting employees will be trained in non-discriminatory selection techniques.
- A commitment to adhering to the requirements for reasonable adjustments under Northern Ireland's Disability Discrimination legislation.

Monitoring and Review

The effectiveness of our equal opportunities policy will be updated periodically or when necessary to ensure that any changes to Table Tennis Ireland's business practices are properly reflected. The policy will be reviewed by the Board of Directors of Table Tennis Ireland at least once every 3 years.

Complaints

Employees who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the agreed Table Tennis Ireland Grievance Procedure detailed in the employee handbook. A copy of this procedure is available from the Table Tennis Ireland HQ. All complaints will be dealt with seriously, promptly, and confidentially. Every effort will be made to ensure that employees who make complaints will be treated fairly and with respect. Complaints related to breaches of this policy in Northern Ireland may also be raised with the Equality Commission for Northern Ireland, which offers guidance and support.

REVIEW AND UPDATE

Date Policy Passed by Board of Directors:

Date of Review:

