

## Grand National Archery Society Equity Policy



The Grand National Archery Society (GNAS) aims to ensure that all people, irrespective of their age, gender, ability, race, nationality, religion, ethnic origin, creed, colour, social status or sexual orientation, have a genuine and equal opportunity to participate in archery at all levels and in all roles. That is, as a beginner, participant or performer, and as a coach, official, manager, administrator, employee or spectator; with respect, integrity, justice, democracy and fairness at all levels, within their area of control or influence; subject to the Laws of the Country in force at the time.

It is the aim of the GNAS to ensure that all present and potential members/employees of GNAS receive fair treatment and to provide all its services in a way that is fair to everyone.

It is also the aim of the GNAS in its relationships with its members/employees and in the provision of its services, not to disadvantage any individual by imposing any conditions or requirements that cannot be fully justified.

In pursuance of this policy, the GNAS may take special measures/positive action in favour of any group that is currently under represented in its membership, representative bodies or workforce.

In this GNAS recognises its legal obligations of the following acts:

- Race Relations Act 1976
- Equal Pay Act 1970
- Sex Discrimination Acts 1975, 1986 and 1999
- Disabled Discrimination Act 1995
- Rehabilitation Act 1974
- Human Rights Act 2000
- WADA
- Any later amendments to the above Acts or future Acts or Legislation that are relevant to the Society.

In pursuance of this policy, the GNAS reserves the right to discipline any of its members/employees who practise any form of discrimination on the grounds of a persons age, gender, ability, race, nationality, religion, ethnic origin, creed, colour, social status or sexual orientation. Subject at all times to the GNAS Disciplinary Procedure, Child Protection Policy and Codes of Conduct, which should be read in conjunction with this policy.

GNAS will put in place a complaints procedure to deal with complaints or allegations made against any member, coach, official, manager, administrator or employee.

GNAS is committed to signing the Charter for the Racial Equality Charter for Sport, which is a public pledge signed by National Governing Bodies of sport to outlaw racial discrimination of any kind, subject to being within their area of control or influence. GNAS will endeavour to achieve racial equality within archery.

The GNAS will monitor and evaluate this policy on an ongoing basis and inform the members/employees of its impact.