

# **1st4sport Qualifications Position Statement**

## **Equality and Diversity**

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### **Scope**

This position statement will provide details of how 1st4sport Qualifications ensures that the awarding organisation complies with the requirements of the Equality Act 2010 and therefore it applies to 1st4sport staff, development partners, external quality assurers, and relevant third parties.

This Position Statement should be read in conjunction with the 1st4sport Qualifications Scope of Recognition Statement<sup>1</sup>.

### **Objective**

The objective of this position statement is to specify how 1st4sport Qualifications<sup>2</sup> complies with the Equality Act 2010. It covers the following areas:

- Definitions of protected characteristics.
- Definitions of types of discrimination.
- Operational Objectives relating to equality and diversity.
- Reporting of suspected discrimination.

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<sup>1</sup> This can be found on the 1st4sport Qualifications website – [www.1st4sportqualifications.com](http://www.1st4sportqualifications.com) – in the ‘About us’ section.

<sup>2</sup> 1st4sport recognised centres, learners and related third parties are required to operate in accordance with the Equality and Diversity policies as set by the recognised centre which are monitored as part of this statement and also in accordance with the Equality Act 2010.

## Definition of protected characteristics

Protected characteristic	Definition (as defined by the Equality and Human Rights Commission)
Age	A person belonging to a particular age (for example 32 year olds) or range of ages (for example 18 to 30 year olds).
Disability	A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
Gender reassignment	The process of transitioning from one gender to another.
Marriage and civil partnership	<p>Marriage is a union between a man and a woman or between a same-sex couple. Same-sex marriage is recognised in England, Scotland and Wales but not in Northern Ireland.</p> <p>Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).</p>
Pregnancy and maternity	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
Race	Refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.
Religion and belief	Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (such as Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.
Sex	A man or a woman.
Sexual orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

## Definition of types of discrimination

Type of discrimination	Definition (as defined by the Equality and Human Rights Commission)
Direct discrimination	Where someone is treated less favourably than another person because of a protected characteristic they have or are thought to have.
Associative discrimination	Direct discrimination against someone because they are associated with another person who possesses a protected characteristic.
Discrimination by perception	Direct discrimination against an individual because others think they possess a particular protected characteristic. It applies even if the person does not actually possess that characteristics.
Indirect discrimination	Occurs when there is a rule or policy that applies to everyone but disadvantages a person with a particular protected characteristic.
Harassment	Behaviour that is deemed offensive by the recipient. Employees can now complain about behaviour they find offensive even if it is not directed at them.
Harassment by a third party	Employers are potentially liable for the harassment of their staff or customers by people they don't themselves employ, i.e. a contractor.
Victimisation	Occurs when an individual is treated badly because they have made or supported a complaint or raised a grievance under the Equality Act or because they are suspected of doing so.

## Operational Objectives relating to equality and diversity

1st4sport Qualifications Team	Objectives
The Strategic Management Team will:	<ul style="list-style-type: none"> <li>ensure that this commitment statement is effectively communicated across the organisation via effective inductions, continuous learning/development activities and the appraisal system.</li> <li>ensure continuous review of the effectiveness of the statement in line with appropriate legislation, taking prompt action to rectify any deficiencies.</li> <li>ensure the policy is current, published and available to all stakeholders.</li> </ul>
The Compliance and Risk Team will:	<ul style="list-style-type: none"> <li>maintain our commitment to equality and diversity by effectively deploying quality assurance activities, managing risk and ensuring corrective action where needed.</li> <li>recruit, train and deploy suitable external quality assurers to externally quality assure the delivery of qualifications in accordance with <i>1st4sport Centre Recognition and Qualification Approval Conditions</i>.</li> <li>ensure 1st4sport recognised centres publish and implement equal opportunities policies that are no less stringent than that of 1st4sport.</li> <li>promote fair access to units and/or qualifications ensuring that all recognised centres are encouraged to report allegations of discrimination which are managed via established complaint procedures.</li> <li>promote fair access to units and/or qualifications ensuring effective handling of all access requests .</li> <li>promote fair access to units and/or qualifications ensuring all recognised centres and learners are aware the 1st4sport Access Arrangements.</li> </ul>
The Learning and Assessment Team will:	<ul style="list-style-type: none"> <li>ensure the commitment to equality, diversity and related access arrangements are communicated across qualification workforces and learners via inclusion in the 1st4sport Qualification Specifications, Qualification Handbooks, Learner Packs and Delivery, Assessment and Quality Assurance Approach.</li> <li>ensure there are no barriers to the entry to 1st4sport units and/or qualifications other than those included to preserve the integrity of the unit or qualifications.</li> <li>ensure that the 1st4sport access arrangements via reasonable adjustment are clearly communicated in the qualification/unit documentation.</li> </ul>
The Customer Service Team will:	<ul style="list-style-type: none"> <li>effectively maintain awarding data in accordance with legislation.</li> <li>validate and process unit and qualification certification requests based only on the requirements of the unit or qualification.</li> </ul>

## Reporting of suspected discrimination

All allegations of suspected discrimination relating to the development, delivery, assessment or awarding of 1st4sport qualifications must be notified to 1st4sport Qualifications immediately, including any related evidence, via email to [imanagement@1st4sportqualifications.com](mailto:imanagement@1st4sportqualifications.com) which will instigate the Incident Management Process detailed in the relevant position statements.

## Version control

Version number	Date	Comments
V1	February 2000	New document
V2	January 2003	Revision of document contents
V3	January 2008	Revision of document contents
V4	December 2010	Revision of document contents in line with new legislation
V5	May 2012	New format document – updated contents
V6	July 2014	New format document – updated contents
V7	October 2014	Revision of document contents
V8	November 2017	Full review of document contents
V9	July 2019	Review of document. Changed ‘Qualification Development Team’ to ‘ Learning and Assessment Team’