



## **Equity Policy**

English Amateur Dancesport Association

### **Introduction**

The English Amateur Dancesport Association (EADA) is committed to the achievement of quality and equality in its services and recognises the vital role of the Dance Profession in working towards this aim. Unfair discrimination in any shape or form (direct, indirect, personal, institutional, etc.) on the grounds of gender, ethnicity, disability or age has no place in society and must be challenged and positively countered in Dancesport wherever, whenever and however it occurs.

## Contents

1. Equity Policy Statement	3
2. EADA Objectives	4
3. EADA Statement	4
4. What is Sports Equity	5 - 6
4.1 The benefits of sports equity policies & action plans	5
4.2 The EADA and Sports Equity	6
4.3 The EADA data collection	6
5. Equity Best Practice Definitions	7
5.1 Equal opportunities	7
5.2 Equity	7
5.3 Direct discrimination	7
5.4 Disability	7
5.5 Disadvantaged	7
5.6 Discrimination	7
5.7 Ethnic minority communities	7
5.8 Harassment	7
5.9 Indirect discrimination	7
5.10 Positive action	8
5.11 Prejudice	8
5.12 Racism	8
6.13 Sexism	8
6.14 Stereotyping	8
6.15 Reference to gender	8
6.16 Disability terminology	8
6. Equal Opportunities - A legal requirement of morality	9
6.1 The EADA recognises that:	9
6.2 Gender	10
6.3 Ethnicity	10
6.4 Disability	10
6.5 Age	10
6.6 The EADA Recommended Approach	10
7. Policing the EADA Policy	11

### Glossary of terms used in this document

- "Participants" - a generic term to represent all people involved in dancesport, supporters, parents, carers, guardians, competitors, tutors, coaches regardless of professional status.
- "dancesport enthusiasts"- a generic term to represent all people involved, or with the potential/wish to become involved, in dancesport.
- EADA - English Amateur Dancesport Association.
- Professional(s) - members of a professional society represented on the BDC.
- BDC - British Dance Council.
- IDSF - International DanceSport Federation
- DPA - Dance Promoters' Association.

## **1 Equity Policy Statement**

- 1.1 The English Amateur Dancesport Association (EADA) is committed to the achievement of quality and equality in its services and recognises the vital role of the Dance Profession in working towards this aim. Unfair discrimination in any shape or form (direct, indirect, personal, institutional, etc..) on the grounds of gender, ethnicity, disability or age has no place in society and must be challenged and positively countered in Dancesport wherever, whenever and however it occurs.
- 1.2 The EADA aims to ensure the fair treatment of its staff/volunteers, potential staff/volunteers and members, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background that does not create a risk to children and/or vulnerable adults.
- 1.3 In pursuance of this policy, the EADA may take, or promote, special measures/ positive action in favour of any group that is currently under represented in its membership or dancesport representative bodies. In this it will take into account the:

Race Relations Act 1976

Equal Pay Act 1970

Sex Discrimination Acts 1975, 1986, 1999

Disability Discrimination Act 1995

Rehabilitation of Offenders Act 1974

Human Rights Act 2000

2 Race Relations Amendment Act 2000  
**EADA Objectives**

- 2.1 to promote equality of opportunity and fair treatment for all in dancesport - whether presently involved or potential - for employers, employees, and for clients/ customers eg competitors, spectators, etc., regardless of gender, ethnic origin, social class, age, ability and disability. This is in order to achieve equality of outcome, in striving for the highest quality and standards in dancesport.
- 2.2 to encourage and where possible prepare all people associated with dancesport, particularly the young and impressionable, for life in a multicultural, multilingual, multifaith society in Britain, Europe and the World.
- 2.3 to respond positively to the special needs of all people from ethnic and other minority groups.
- 2.4 to ensure that the needs of dancesport enthusiasts with disabilities, learning difficulties or social disadvantages are considered and appropriately addressed in dancesport activities.
- 2.5 to discourage racism, sexism and discriminatory practices in respect of other disadvantaged groups, and reduce prejudice as much as possible.
- 2.6 it is the aim of the EADA in its relationships with its members and in the provision of its services, not to disadvantage any individual by imposing any conditions or requirements that cannot be fully justified.

**3 EADA statement**

To maintain the associations stated aim, that each dancesport participant or enthusiast, whether professional or amateur, should be able to maximise his or her own potential in dance, it is necessary to establish Equal Opportunities, irrespective of gender, race, religion, disability, means or

special educational needs.

## **4 What is Sports Equity?**

The term sports equity and equal opportunities are often used interchangeably.

Usually the term equal opportunities is used within the employment context of an organisation and includes such issues as recruitment and selection, grievance and disciplinary procedures, pay and conditions - the internal workings of an organisation.

Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to all members of society, whatever their age, ability, gender, race, ethnicity, sexuality or social/ economic status.

### **4.1 The benefits of sports equity policies and action plans**

It cannot be assumed that any sport is open and accessible to all members of the community. The adoption and implementation of a sports equity policy and action plan are necessary to eliminate discrimination (either conscious or unconscious) and to provide all individuals with equality of opportunity and choice. They should be regarded as positive steps that will bring many benefits to sports organisations including:

- Increased appeal to a larger market segment
- Fair and effective membership practices
- Improved representation at all levels of dancesport, leading to a fuller understanding of the differing needs of all communities
- Services that are accessible and sensitive to the needs of members
- Access to an increased pool of potential administrators, leaders, coaches and managers
- Increased numbers of potentially elite performers drawn from a wider base
- An improved public image as a credible, professionally organised, forward

thinking and socially just sport

#### **4 What is Sports Equity? - (Continued)**

##### **4.2 The EADA and Sports Equity**

The EADA is working closely with Sport England on equity issues to ensure that as far as possible all aspects of equity are adequately catered for and adopted by EADA members and dancesport professional bodies.

A large amount of work has already taken place with more to be done to ensure a meaningful ongoing implementation.

##### **4.3 The EADA data collection**

We have an ongoing commitment to treating people fairly and one of our key objectives is to make Dancesport accessible to all. Applications forms for membership now include additional information to determine ones ethnic status. The information on this form will provide us with baseline statistics which will be used to establish a database that will enable monitoring and evaluation to take place. Personal information relating to ethnic status information will not be disclosed to any third party, it will remain confidential to the EADA.

## **5 Equity Best Practice Definitions**

So as to achieve 'Equity Best Practice' it is important to understand the terminology used, and its meaning. The following definitions are provided as a guide to understanding and to necessary action required.

- 5.1 Equal opportunities: Within the employment context, treating people as individuals and providing them with opportunities on the basis of their skills, talents and qualifications so that they are neither disadvantaged nor denied access on the grounds of their age, disability, ethnicity, race, sex or sexual orientation.
- 5.2 Equity: In its simplest sense, 'fairness'; the process of allocating (or reallocating) resources and entitlements, including power, fairly and without discrimination. It may also use positive action initiatives and measures to address existing inequities.
- 5.3 Direct discrimination: Treating one person less favourably than another would be in similar circumstances. Direct discrimination on the basis of sex often shows itself in traditional stereotypes about the roles of men and women and what might be considered 'men's jobs' and 'women's jobs'. Women are frequently the target of discriminatory practices.
- 5.4 Disability: Defined under the Disability Discrimination Act 1995 as 'a physical or mental impairment that has a substantial and longterm adverse effect on a person's ability to carry out normal day-to-day activities'.
- 5.5 Disadvantage: The disproportionate deprivation of some or all resources.
- 5.6 Discrimination: The action that people take on the basis of their prejudices, which results in unfair and unjust treatment.
- 5.7 Ethnic minority communities: All non-white people.
- 5.8 Harassment: A form of discrimination that may lead to a breach of statute as it constitutes an activity that can be detrimental to members of one particular race or sex. Harassment can be defined as an action or comment that causes persistent offence to a person or group. An example of racial harassment would be racially motivated behaviour that causes distress or discomfort to people from ethnic minority communities.
- 5.9 Indirect discrimination: Instigating requirements or conditions which, on the face of it, apply equally to all but which, in practice, can be met only by certain advantaged individuals. Such requirements or conditions are lawful

- only if they can be objectively justified.
- 5 Equity Best Practice Definitions - (Continued)**
- 5.10 Positive action: A range of measures or initiatives intended to redress the effects of past discrimination. For example, positive action measures are frequently used to encourage applications from an under-represented group in an organisation or to introduce training where there is under representation of a particular group in the organisation. Positive action can be taken to redress a balance only within the bounds of the appropriate legislation.
- 5.11 Prejudice: Negative, irrational feelings, attitudes and opinions that people have about other people. It suggests prejudging other people without any prior knowledge of them.
- 5.12 Racism: The total effect of racial disadvantage and discrimination, caused deliberately or inadvertently by individuals, groups or organisations.
- 5.13 Sexism: The systematic discrimination against one sex (usually by the other).
- 5.14 Stereotyping: The process of labelling or grouping people just because they are members of a particular visible group. It is assumed that they must also share particular traits that are considered characteristic of that group.
- 5.15 References to gender  
In general it is wise to omit references to gender when referring to playing or administrative roles, for example use chair person or chair, fielder, striker.
- 5.16 Disability terminology  
Language around disability is constantly evolving as awareness and attitudes change. So care and due consideration to terminology must at all

time be present so as not to offend.

## **6 Equal Opportunity**

- A legal requirement of morality

There are legalities in the sphere of Equal Opportunities which must be satisfied - It is clear that accessibility in all areas of dancesport is an entitlement for all dancesport enthusiasts (amateur or professional).

### **6.1 EADA recognises that:**

Dimensions such as a commitment to providing equal opportunities for all dancesport enthusiasts (amateur or professional), and a recognition that preparation for life in a multicultural society is relevant to all people, particularly so in the young, should be clearly evident in all dancesport activities.

Equal opportunities is about helping all people to fulfil their potential. This means, firstly, ensuring that all dancesport enthusiasts (amateur or professional) have access to all dancesport opportunities relevant to their recognised grade (by qualification) and abilities, irrespective of status (amateur or professional).

It means giving consideration on an individual basis to dancesport enthusiasts (amateur or professional) with special needs and trying to meet those needs. The EADA will endeavour to provide advice on ways of achieving this.

The EADA will encourage and foster a climate in which equality of opportunity is supported by a policy in which positive attitudes to gender equality, cultural diversity and special needs of all kinds are actively promoted throughout all dancesport activities.

The EADA council, professional dance teachers, their associations and student dance teachers can have a significant role in preparing young people for adult life; this means life in a multicultural, multilingual Europe which, in its turn, is interdependent with the rest of the World. It is a World in which the roles of men and women are changing and both sexes are likely to have dual responsibilities for home and work. Recognition of these

changes should be encouraged.

## **6 Equal Opportunity - (Continued)** **- A legal requirement of morality**

### **6.2 Gender**

The EADA accepts the need to take account of and change the attitudes and structures present in society which limit the opportunities for both males and females regardless of sexual orientation within a recognised framework of acceptable standard within dancesport.

### **6.3 Ethnicity**

Multicultural perspectives have for many years been evident in dancesport and is recognised as a way of enriching the enjoyment of dance. It provides participants the opportunity to view the world from different standpoints, helping them to question prejudice and develop open-mindedness. This perspective should be further developed and encouraged at all levels within dancesport.

### **6.4 Disability**

The range of needs to which this principle applies varies from the profound and multiple disabilities which are experienced by a minority of people to the majority with special needs who have difficulties of mild, moderate or temporary kind. Support for the principle of maximum participation in dancesport requires some degree of lateral thinking from dancesport organisers, principals and coaches. The EADA recognises the individual nature of this and encourages the profession to adopt a positive attitude to it.

### **6.5 Age**

Dancesport participants, organisers, principals and coaches should be encouraged to develop positive attitudes towards all members of the community regardless of age in all aspects of dancesport.

### **6.6 The EADA Recommended Approach**

In order to make access to dancesport a reality for all enthusiasts, we need to foster a climate in which equality of opportunity is supported by a policy to which the whole dancesport profession subscribes and in which positive attitudes to gender equality, cultural diversity and special needs of all kinds

are actively promoted.

## **7 Policing the EADA Policy**

- 7.1 In pursuance of this policy the EADA reserves the right to discipline any of its members who practice any form of discrimination on the grounds of a persons age, gender, ability, race, religion, ethnic origin, creed colour, social status or sexual orientation.
- 7.2 The EADA Disciplinary and Grevience committee will have full power under EADA Rules (see Rule Book) to act in all cases if a person bound under this policy is found to be discriminating, harassing or victimising another.
- 7.3 The EADA will monitor and evaluate this policy on an ongoing basis and inform its members of its impact.