

---

British Association of Sport Rehabilitators (BASRaT)

# Equality, Diversity and Inclusion: Recruitment Policy.

October 2023

# Table of Contents

<b>Table of Contents</b>	<b>2</b>
<b>Introduction.</b>	<b>3</b>
<b>BASRaT's commitment and responsibilities.</b>	<b>3</b>
<b>Your responsibility as a BASRaT volunteer or employee.</b>	<b>4</b>
<b>For candidates and clients.</b>	<b>4</b>
<b>The responsibilities of the Executive Committee and Chief Executive Officer</b>	<b>5</b>
<b>Version Control</b>	<b>6</b>

# Introduction.

BASRaT aspires to value and treat all people with dignity and respect. We aim to encourage, value and manage Equality, Diversity and Inclusion (EDI). We oppose all forms of unlawful and unfair discrimination, harassment or victimisation. We wish to attain a workforce representative of society to ensure we secure the widest pool of talent available amongst our committees (also referred to as volunteers going forwards), volunteers and employees.

It is our aim to ensure that no current or prospective committee member, volunteer, employee, job applicant or candidate receives less favourable facilities or treatment (either directly or indirectly) in recruitment or employment on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation (the protected characteristics).

This Policy, along with the BASRaT antibullying and antidiscrimination policies, shall operate in accordance with statutory requirements (including the Equality Act 2010). In addition, full account will be taken of any guidance or Codes of Practice issued by the Equality and Human Rights Commission, any Government Departments and/or any other statutory bodies including the Professional Standards Authority in Health and Social Care.

## BASRaT's commitment and responsibilities.

1. To create an inclusive culture where everyone can be valued for who they are and in which individual differences and the contributions of all our staff and volunteers are recognised and valued.
2. Our volunteer and employee recruitment, selection and assessment processes will be based entirely on skills and competencies of the specific roles and appointments will be transparent and based entirely on merit.
3. Every volunteer and employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
4. We will ensure that individuals are treated equally and fairly and that decisions on training, development and progression opportunities are available to all staff and based on objective criteria.
5. To promote EDI in the workplace, which we believe is good management practice and makes sound business sense.
6. We will regularly review all our EDI practices and procedures to ensure fairness.
7. Where we are advised, we will make reasonable adjustments (if needed) where possible, to ensure that our services can be accessed.
8. Breaches of our EDI Policy will be regarded as misconduct and could lead to disciplinary proceedings.

Third-party harassment or breaches of this EDI policy, concerning our volunteers, staff or candidates, relating to a protected characteristic will not be tolerated. The current or prospective, volunteer or employee concerned should inform the Chief Executive or the chair of the Executive Committee as soon as reasonably possible and BASRaT will undertake to

fully investigate and take all reasonable steps to ensure such conscious or unconscious bias or harassment does not happen again. If it is felt that the Chief Executive or the chair of the Executive Committee is not able to deal with the matter impartially then the independent BASRaT Ethics Committee should be [contacted](#).

## Your responsibility as a BASRaT volunteer or employee.

BASRaT is an EDI employer. EDI is about good employment practices and efficient use of our volunteers and employees. Every volunteer and employee has personal responsibility for the implementation of this policy.

In particular, all employees should:

1. comply with the policy and arrangements;
2. not discriminate in their day-to-day activities or induce others to do so;
3. not victimise, harass or intimidate other persons or groups who have, or are perceived to have one of the protected characteristics.
4. ensure no individual is discriminated against or harassed because of their association with another individual who has a protected characteristic.
5. inform the Chief Executive or the chair of the Executive Committee as soon as reasonably possible if they become aware of any discriminatory practice.

If it is felt that the Chief Executive or the chair of the Executive Committee is not able to deal with the matter impartially then the independent BASRaT Ethics Committee should be [contacted](#).

## For candidates and clients.

BASRaT will not discriminate directly or indirectly, or harass candidates or clients because of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation in the provision of BASRaT's role, function or business.

1. Job advertisements used will be non-discriminatory. Similarly, on and offline advertisements will be diverse and inclusive, targeting all suitable potential job applicants.
2. Any selection criterion is based upon merit and the ability to do the job, regardless of sex, race, disability, age, sexual orientation, religion or philosophical belief.
3. No applicant or employee shall receive less favourable treatment than any other person does, on grounds that are discriminatory, in any form.

# The responsibilities of the Executive Committee and Chief Executive Officer

The effective implementation and operation of the arrangements for EDI will rest with the Chief Executive or the chair of the Executive Committee. All Executive Committee members and Chief Executive Office Managers will ensure that they operate within this policy and arrangements, and that all reasonable and practical steps are taken to avoid discrimination.

# Version Control

Version Number	Author	Date of Publication	Date of Review
v.01	Stephen Aspinall	October 2023	As required.