

Glossary of Terms

UK Equality Standard

Resource Pack



The Equality Standard
A Framework for Sport



equalityinsport.org

Glossary of terms

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1. Introduction

The Equality Standard: A Framework for Sport (the Standard) was launched by the UK sports councils in November 2004 to help address the inequalities that exist within the sports sector. It is a framework to guide sports organisations, including: governing bodies of sport, county sports partnerships (CSPs), sports councils and national sports organisations towards achieving equality. A more detailed introduction to the Standard can be found in the “process and guidance for sports organisations” document.

This document provides definitions of terms used in the overall suite of guidance material that may possibly cause confusion or be understood in different ways by readers. The overall suite of guidance contains four other documents:

- Process and guidance for sports organisations;
- Designated support lead (DSL) process and guidance;
- Equality standard assessor (EQSA) process and guidance;
- Equality Standard requirements and assessment forms.

2. Definitions

Active People Survey

The Active People Survey is research commissioned by Sport England. The primary objective of the survey is to measure levels of participation in sport and active recreation. In addition to participation, a range of other sport related measures are included such as club membership, involvement in competition, receiving tuition or coaching and contributing to sport through voluntary activity. The survey will also provide wide ranging demographic information to enable the identification of participation by different social groups.

Community

A group of people linked in some way, for example through sharing an interest, protected characteristic or common values, is living in the same geographical area, or has social cohesion.

Designated support lead (DSL)

The person who provides advice and support to an organisation whilst they are in the process of applying for a level of the Standard and who has to sign the assessment form to show that, in their view, all minimum requirements (including evidence) has been met.

Discrimination

The prejudicial or unjust action that people take, resulting in unfair treatment of others on the grounds of a protected characteristic. Unlawful discrimination can take the following forms:

- Direct discrimination, where circumstances are similar, treating an individual, or group of people, less favourably than others, because of a protected characteristic;
- Indirect discrimination, applying a provision, criterion or practice which, on the face of it, applies equally to all but which, in practice can disadvantage individuals or groups with a particular protected characteristic. Such requirements or conditions are lawful only if they can be objectively justified.

Diversity

Respecting and celebrating individual and community differences.

Equal opportunities

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 protected characteristic.

Equality

The state of being equal — treating individuals equally, which is not necessarily the same as treating them the same. In some cases the need for equality may require unequal effort to ensure that the principle of equality is achieved.

Equality Act

The Equality Act 2010 was implemented in October 2010. It replaced and harmonised the previous variety of discrimination legislation in England, Scotland and Wales and forms the basis of the legal requirements for employers, service providers and public bodies. Northern Ireland continues to operate separate pieces of legislation for each protected characteristic. In summary, these are:

Sex Discrimination (NI) Order 1976;
Fair Employment and Treatment (NI) Order 1998;
Race Relations (NI) Order 1997;
Disability Discrimination Act 1995;
Equality Act (Sexual Orientation) Regulations (NI) 2006;
Employment Equality (Age) Regulations (NI) 2006;
Northern Ireland Act 1998 (Section 75 and Schedule 9);
Gender Recognition Act (2004).

Equality impact assessment

An equality impact assessment is a systematic way of finding out whether a current, or proposed, service, policy, strategy, programme or procedure has a differential impact (either positive or negative) on different groups that share a protected characteristic. It also identifies actions to reduce/remove negative impacts and promote positive ones. Equality screening is a less detailed process of assessing differential impact and takes less time, uses simpler templates and is often carried out to determine whether a full impact assessment is required.

Equality standard assessor (EQSA)

The person who independently evaluates the assessment form and the three required pieces of evidence from the applicant organisation and makes the final decision as to whether the level has been achieved or more work is still required.

Ethnic minority communities

This term is often used to distinguish between white people, and black and other ethnic minority communities. BME refers to Black Minority Ethnic groups and is the language often used within the equalities field.

Evaluation

In the context of the requirements and evidence, this means determining the success of plans, positive action programmes, equality objectives, etc. Regarding the EQSA role, the term means the EQSA assessment of the application for the particular level of the Standard.

Harassment

Engaging in unwanted conduct relating to a relevant protected characteristic, or unwanted conduct of a sexual nature, where the conduct has the purpose or effect of violating the recipient's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient, or any other individual affected by such conduct.

Home Country Sports Council

Namely the sports council the organisation will report to, either: Sport Northern Ireland, Sport England, sportscotland, Sport Wales or UK Sport.

Inclusion

Positive action taken to include all sectors of the community by reducing inequalities between disadvantaged groups and the rest of society, by closing the opportunity gap and ensuring that support reaches those who need it most.

Mainstreaming

The systematic integration of equality work, actions, targets, etc into: all systems and structures; policies, programmes, processes and projects; cultures and organisations.

Northern Ireland Sport and Physical Activity Survey

This research was commissioned to provide statistically robust data on participation, club membership, volunteering, coaching attitudes to sport and spectating amongst a representative sample of Northern Ireland adults (16+) in order to reliably enhance the understanding of sport and physical activity patterns and determinants across the population.

Positive action

A range of measures or initiatives intended to redress the effects of past, or prevent possible present, discrimination. For example, positive action measures are frequently used to encourage job applications from an underrepresented group in an organisation or to introduce training where there is underrepresentation of a particular group in the community. Positive action can be taken to redress a balance only within the bounds of the appropriate legislation and evidence or research should be available to show underrepresentation by the particular group or community.

Protected characteristics

The Equality Act 2010 classes the following as protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, Religion or belief, sex and sexual orientation.

The protected characteristics in Northern Ireland are: persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation; men and women generally; persons with a disability and persons without; and persons with dependents and persons without.

Scottish Household Survey

The survey is designed to provide accurate, up-to-date information about the characteristics, attitudes and behaviour of Scottish households and individuals on a range of issues. Statistically reliable results are available for larger local authorities on an annual basis and for all local authorities, regardless of size, every two years.

Sport Wales Active Adult Survey

The Active Adults Survey is the most comprehensive source of adult's sports participation data in Wales. It is a biennial household survey commissioned by Sport Wales to measure levels of sports participation, club membership, volunteering and other sporting matters amongst adults (aged 15 years and above) in Wales. A range of demographic information is also collected for analysis, including: gender, social class, age, disability and household structure. The sample allows analysis at a local authority level, as well as other geographical classifications.

Sport Wales School Sport Survey

The Sport Wales School Sport Survey is the equivalent of an active children survey. Data is collected biennially on sport and physical education provision and participation.

Sports Council Equality Group (SCEG)

This group will usually have five members, namely: the sports council equality leads for each of Sport England, Sport Northern Ireland, sportscotland, Sport Wales and UK Sport. SCEG owns the Equality

Standard for Sport and is responsible for: maintaining/enhancing the process and templates, ensuring examples of good practice are freely available to applicant organisations, keeping an up-to-date list of achievers for each level and ensuring that the credibility and consistency of the assessment process is upheld.

Staff (paid and unpaid)

Paid staff includes all people employed by the organisation. Unpaid staff includes people who are performing a key role that might well be paid in other organisations. Examples of such roles are: equality lead, secretary, finance director, etc. The DSL, together with the applicant organisation, will determine the definition of unpaid staff.

Terms of reference

A document that provides a framework for a group, committee etc to work within. It will often specify: membership, levels of authority, decision making powers, role and responsibility, rules regarding meetings, etc.

Training Needs Analysis

A short study or survey of what training is necessary for an organisation's staff and volunteers, so that they have the skills they need to perform their role and for the organisation to be successful.

3. Further information

Readers of this guidance should also read the other guidance documents that are relevant to their involvement with the Standard.

The latest information regarding the Standard can always be found on the Equality in Sport website www.equalityinsport.org

