



## Dealing with Discriminatory Behaviour Policy

At Elite SF, we do not tolerate discriminatory behaviour and take action to tackle discrimination. We believe that parents have a right to know if discrimination occurs and what actions Elite SF will take to address it.

We follow our legal duties in relation to discrimination and record all perceived or actual incidents relating to discrimination on any grounds, reporting these where relevant to children's parents and the registering authority.

## Definition and Legal Framework

### Types of Discrimination

- **Direct discrimination:** Occurs when someone is treated less favourably than another person because of a protected characteristic.
- **Discrimination by association:** Direct discrimination against a person because they associate with someone who has a protected characteristic.
- **Discrimination by perception:** Direct discrimination against a person because they are perceived to have a protected characteristic.
- **Indirect discrimination:** Occurs when a provision, criterion, or practice applies to everyone but particularly disadvantages people who share a protected characteristic, and it cannot be justified as a proportionate means of achieving a legitimate aim.
- **Harassment:** Defined as *“unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.”*
- **Victimisation:** Occurs when a Coach is treated badly or put at a disadvantage because they made or supported a complaint or grievance under the Equality Act 2010 or are suspected of doing so.

### Protected Characteristics

The nine protected characteristics under the **Equality Act 2010** are:

- Age
- Disability

- Gender reassignment
- Race
- Religion or belief
- Sex
- Sexual orientation
- Marriage and civil partnership
- Pregnancy and maternity

Incidents may involve a small or large number of people. They may vary in severity, ranging from unintentional to deliberate and blatant.

**Examples of discriminatory behaviour include:**

- Physical assault against a person or group
- Derogatory name calling, insults, and discriminatory jokes
- Graffiti and other written insults (depending on content)
- Provocative behaviour such as wearing badges, insignia, or distributing discriminatory literature.
- Threats against a person or group relating to the nine protected characteristics.
- Discriminatory comments or ridicule during discussions.
- Patronising words or actions.

**Our Procedures**

We tackle discrimination by:

- Providing **inclusive sport sessions**, enabling coaches to identify, understand, and break down barriers to participation and belonging, and to create an ethos of equality.
- Consistently promoting **British values**: democracy, the rule of law, individual liberty, mutual respect, and tolerance of different faiths and beliefs to all coaches, children, and families. We value diversity and celebrate differences.
- Providing **training and support** to coaches to develop understanding and confidence in challenging discriminatory practice.

- Challenging any observed instances of inequality, discrimination, and prejudice as they arise in sessions.
- Ensuring all children and families have a sense of **belonging** and can see their identities reflected in the sessions.
- Expecting all coaches to be alert to any discriminatory behaviour, stereotyping, bias, or bullying, in person or online.
- Expecting all coaches to intervene **firmly and quickly** to prevent discriminatory behaviour or bullying, including from parents and other staff members.
- Treating any allegation seriously, reporting it to a Manager, and recording each incident in detail. The manager ensures incidents are handled sensitively and appropriately. Patterns of behaviour are noted; initials may be used for perpetrators and victims.
- Ensuring **online bullying** or discriminatory behaviour is addressed immediately.
- Informing the parents of the child(ren) involved and the outcome of substantiated incidents.
- Excluding or dismissing individuals who display **continued discriminatory behaviour or bullying**, including coaches, but only after other strategies have failed to modify behaviour. Disciplinary procedures are followed where applicable.

We record incidents of discriminatory behaviour or bullying to:

- Develop strategies to prevent future incidents
- Identify patterns of behaviour
- Identify persistent offenders
- Monitor the effectiveness of Elite SF policies
- Maintain a secure information base to respond to incidents

If an individual's behaviour is deemed **radicalised**, we follow our **Safeguarding Children and Child Protection Policy** and the **Prevent Duty and Radicalisation Policy** to safeguard children and families.

### **Coach Responsibilities**

- All coaches are expected to be alert and seek to overcome any ignorant or offensive behaviour based on fear or dislike of distinctions expressed by children, coaches, or parents.

- We aim to create an atmosphere where victims of discrimination feel confident to report behaviour and feel positively supported by coaches and management.
- All coaches must **not express discriminatory views or comments** and must actively counter prejudicial behaviour.
- Coaches are expected to use a **sensitive and informed approach** to counter harassment perpetrated out of ignorance.

### **Policy Review**

This policy is updated at least annually in consultation with coaches and parents, or after a serious incident.

### **Acknowledgement and Acceptance (BrightHR)**

All self-employed coaches and contractors engaged by Elite SF are required to read and acknowledge this Policy Breach Procedure, along with all associated policies, via the BrightHR system (or equivalent compliance platform used by the business).

Acknowledgement via BrightHR constitutes confirmation that the individual:

- Has read and understood the contents of this procedure
- Agrees to adhere to all company policies and standards
- Understands the consequences of policy breaches as outlined

Failure to complete policy acknowledgement may result in:

- Suspension of work allocation
- Removal from scheduled sessions until compliance is confirmed

The business reserves the right to rely on digital acknowledgement records as evidence of acceptance of terms and expectations.

**Adopted on:** 29<sup>th</sup> December 2025

**Signed on behalf of Elite SF:** J. Bartram

**Date for review:** 29<sup>th</sup> December 2026