Diversity and Inclusion Policy

community games
endless possibilities



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Rev	Date	Summery of Changes	Staff Member
0	25/02/2023	Níl	Bianca Nester
1	07/10/2026	**NEW** Introduction of Equality, Diversity & Inclusion Committee **NEW** Expansion on legal & policy framework **NEW** Introduction to the Sport Inclusion Disability Charter **NEW** Introduction of Web Content Accessibility Guidelines (WCAG) 2.1	Lisa Ennis

Purpose

Cairn Community Games is committed to promoting equality, diversity, inclusion, dignity and respect across all aspects of our work. This includes participation in events, volunteering, employment, governance, partnerships, communications, procurement and engagement with communities.

The purpose of this policy is to provide a clear framework for preventing discrimination, promoting equal opportunity and participation, removing barriers, supporting accessibility and creating an environment in which children, young people, volunteers, employees, Board members, partners and other stakeholders are treated fairly and with dignity and respect.

This policy should be read alongside Cairn Community Games' safeguarding, employment, complaints, vetting, volunteer and data protection policies. It does not replace those policies or the organisation's statutory safeguarding and employment procedures.

Policy Statement

Cairn Community Games will not tolerate unlawful discrimination, harassment, sexual harassment, bullying, victimisation or other inappropriate behaviour. We will take reasonable and proportionate steps to prevent such behaviour, respond appropriately when concerns are raised, and learn from complaints and monitoring.

We recognise that people may experience multiple or intersecting forms of disadvantage. Equality does not always mean treating everyone identically; where appropriate and lawful, we will remove barriers, make reasonable accommodations and provide additional support so that people can participate on an equal basis.

Objectives

- Promote diversity, equality, inclusion and belonging throughout Cairn Community Games.
- Ensure that all children, young people, volunteers, employees, Board members and stakeholders are treated with dignity, fairness and respect.
- Prevent and address discrimination, harassment, sexual harassment, bullying and victimisation.
- Ensure that equality, diversity and inclusion are considered when developing and reviewing policies, programmes, events and activities.
- Provide appropriate training and awareness opportunities in diversity, equality and inclusion.
- Ensure reasonable accommodation is considered and provided where appropriate for people with disabilities.
- Identify and reduce the barriers of participation, volunteering, employment, training and development.
- Promote accessible and inclusive communication, facilities, activities and digital content.
- Support fair and transparent recruitment, selection, development and volunteering practices.
- Encourage Areas and Counties to consider diversity, equality and inclusion when planning and delivering activities including to apply the Sport Inclusion Disability Charter to their activities.
- Monitor relevant equality and inclusion information, where appropriate and lawful, to identify areas for improvement.
- Work with partners, suppliers and stakeholders who support the principles of diversity, equality and inclusion.
- Regularly review the policy and take action where improvements are identified.

Legal & Policy Framework

Cairn Community Games is committed to complying with all applicable Irish equality, employment, human rights, accessibility, safeguarding and data protection legislation and relevant guidance. This policy should be read alongside the organisation's related policies and procedures:

- Employment Equality Acts 1998–2015, as amended
- Equal Status Acts 2000–2018, as amended
- Disability Act 2005
- Irish Human Rights and Equality Commission Act 2014, where applicable
- Gender Pay Gap Information Act 2021, where applicable
- Work Life Balance and Miscellaneous Provisions Act 2023, where applicable
- Children First Act 2015 and relevant guidance
- GDPR and Data Protection Act 2018

The nine grounds recognised under Irish equality legislation are:

- Gender
- Civil status
- Family status
- Sexual orientation
- Religion
- Age
- Disability
- Race, including colour, nationality and ethnic or national origins
- Membership of the Traveller community

Cairn Community Games will also promote inclusion and respect for characteristics and circumstances that may not constitute a separate statutory equality ground, including gender identity and expression, socio-economic background, caring responsibilities, language, educational background and disadvantaged cohorts, while ensuring that the organisation does not imply that every such characteristic has the same legal status.

Scope

Cairn Community Games is committed to ensuring that person is discriminated against on any of the recognised grounds, including gender, marital status, family status, age, disability, sexual orientation, race, religion, membership of the Traveller community, or socio-economic background.

This policy applies to the Board of Directors, employees, volunteers, participants, parents / guardians, coaches, officials, contractors, partners, suppliers and other persons representing or engaging with Cairn Community Games, to the extent relevant to their relationship with the organisation.

The policy applies to activities carried out in-person, online, through digital communications and social media, at events, in workplaces, during training, in meetings, and when representing Cairn Community Games.

The Equality, Diversity & Inclusion Committee, chaired by an independent director, supports the Board in overseeing this policy.

Equality & Inclusion Principles:

Dignity and Respect: Everyone should be treated fairly, respectfully and without intimidation, humiliation or exclusion.
Equal Opportunity: Recruitment, volunteering, participation, development and progression will be based on relevant criteria and ability, without unlawful discrimination.
Inclusion: We will actively identify and address barriers that prevent people from participating or contributing.
Accessibility: Information, communications, events, facilities and relevant digital services should be accessible and usable by people with disabilities.
Participation: We will seek to involve people from different backgrounds and listen to lived experience when developing initiatives and activities.
Fairness: We recognise that reasonable adjustments, accommodations or targeted supports may be required to achieve equitable participation.
Safeguarding: The safety, welfare and best interests of children and young people remain central to our work.
Accountability: Concerns will be taken seriously, handled fairly and, where appropriate, investigated under the relevant procedure.

Accessibility & Reasonable Accommodations

Cairn Community Games will take reasonable and proportionate steps to make its programmes, events, communications and services accessible. This includes considering physical, sensory, cognitive, communication and digital accessibility.

Where a person with a disability requires an adjustment or accommodation to participate in employment, volunteering, training, an event or service, the organisation will consider the request promptly and in line with applicable equality law.

Where the European Accessibility Act Regulations apply to in-person and online activities, Cairn Community Games will comply with the applicable accessibility requirements and maintain appropriate processes for monitoring and addressing accessibility issues. This includes accessible digital content, clear information, appropriate communication formats, accessible venues, reasonable event arrangements and opportunities for people to identify access requirements in advance.

Discrimination, Harassment, Bullying & Victimisation

Discrimination, harassment, bullying and victimisation is prohibited.

- Discrimination may be direct or indirect and may include failure to provide reasonable accommodation. It may occur through decisions, practices, communications or behaviour.
- Harassment and sexual harassment include unwanted conduct that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment. This may occur in person or through digital communications.
- Workplace bullying will be addressed in line with relevant Cairn Community Games procedures and applicable WRC/HSA guidance. Behaviour outside the legal definition of bullying may still breach Cairn Community Games Code of Conduct or other policies.
- No person should suffer adverse treatment for making or supporting a genuine complaint, raising an equality concern, participating in an investigation or exercising a legal right.

Safeguarding, Inclusion & Participation:

Cairn Community Games is committed to the safety, wellbeing and inclusion of all children and young people. All safeguarding concerns must be managed in line with the organisation's safeguarding procedures, including the Child Safeguarding Statement, Child Safeguarding Risk Assessment, Child Protection / Safeguarding Policy, Vetting Policy and relevant reporting procedures.

Where required, safeguarding matters will be managed in accordance with the Children First Act 2015 and Children First: National Guidance for the Protection and Welfare of Children 2017. This policy does not replace or alter any safeguarding reporting obligations.

Inclusion initiatives involving children and young people will be designed to ensure participation is safe, age-appropriate, accessible and welcoming. Cairn Community Games will:

- Apply programme rules and eligibility criteria clearly, fairly and consistently.
- Consider accessibility, transport, facilities, communication needs and other barriers to participation.
- Use feedback from participants, volunteers and families to identify barriers and improve inclusion.
- Where appropriate, introduce targeted initiatives to address identified participation barriers or under-representation, where lawful and proportionate.
- Ensure communications and imagery promotes respectful representation of all participants.

Recruitment, Governance & Responsibilities

Cairn Community Games is committed to fair, inclusive and accessible recruitment, employment and volunteering practices. Recruitment and selection criteria will be relevant to the role and applied consistently, with opportunities communicated in accessible formats where reasonably practicable. Selection processes will be reviewed to identify unnecessary barriers, bias or discriminatory requirements, and reasonable accommodation will be considered for applicants, employees and volunteers with disabilities.

Training, development, promotion, recognition and retention decisions will be made fairly and without unlawful discrimination. Relevant employees, Board members and volunteers will receive appropriate equality, diversity and inclusion awareness and training, with role-specific training provided where relevant. Employees will be supported in exercising applicable statutory rights. Cairn Community Games will promote a respectful working environment and have full regard to relevant WRC Codes of Practice.

Responsibilities are as follows:

- **Board of Directors:** Approve and oversee the policy, consider equality and inclusion in strategic decisions, and review monitoring and significant risks.
- **Chief Executive:** Implement the policy, ensure appropriate resources and procedures, and report significant issues and progress to the Board.
- **Equality, Diversity & Inclusion Committee:** Chaired by an independent director, members will support the Board, monitor progress and provide advice and recommendations.
- **Employees and Volunteers:** Treat others with dignity and respect, follow relevant policies and Code of Conduct, and raise concerns appropriately.
- **Partners and Suppliers:** Meet agreed equality, accessibility and safeguarding requirements.

Impact, Date Protection & Reporting:

Cairn Community Games will consider equality impacts when developing or materially changing policies, programmes or significant initiatives. Assessments will consider the nine statutory grounds, disability, accessibility, safeguarding and other relevant barriers, with appropriate actions identified to address potential impacts. The Board will be notified annually of the outcomes of monitoring and evaluation activities, including any trends in relation this policy

Equality and inclusion data may be collected where there is a lawful and clearly defined purpose and will be managed in line with GDPR and the Data Protection Act 2018. Where possible, data will be aggregated or anonymised.

Concerns relating to discrimination, harassment, bullying, victimisation or accessibility barriers can be raised through the appropriate complaints, grievance, disciplinary or safeguarding procedures. Concerns will be handled fairly and as confidentially as possible, subject to legal and safeguarding requirements.

Policy Review:

Responsibility for reviewing this policy rests with the Board of Cairn Community Games.

The policy will be formally reviewed every 3 years.

An earlier review will be carried out where:

- Relevant legislation or guidance changes.
- Monitoring or identified trends indicate that a review is required.
- An external review identifies a need to amend the policy.

Appendix 1 - Legal & Guidance References:

This policy should be read alongside relevant Irish legislation, regulations and guidance, including:

- Employment Equality Acts 1998-2015, as amended.
- Equal Status Acts 2000-2018, as amended.
- Irish Human Rights and Equality Commission Act 2014, including the Public Sector Equality and Human Rights Duty.
- Disability Act 2005.
- Gender Pay Gap Information Act 2021 and relevant regulations.
- Work Life Balance and Miscellaneous Provisions Act 2023 and relevant WRC Codes of Practice.
- Children First Act 2015 and Children First: National Guidance for the Protection and Welfare of Children 2017.
- European Union (Accessibility Requirements of Products and Services) Regulations 2023.
- European Union Web Content Accessibility Guidelines (WCAG) 2.1
- GDPR and Data Protection Act 2018.
- Relevant Workplace Relations Commission Codes of Practice, including those relating to bullying, harassment, sexual harassment and the Right to Disconnect.