



SA POLE SPORTS FEDERATION

SAPSF Policy for Equality and Diversity

The SA Pole Sports Federation (SAPSF) must act fairly at all times in the interests of sport. To be trusted to make the right decisions, we realise that our workforce needs to reflect the population we serve and to treat all employees with respect. The SAPSF will ensure equal treatment. By this we mean treating people fairly, providing equal chances while respecting people's differences — in employment and in support of the high performance system.

The SAPSF will not only ensure equality of opportunity for employees/volunteers, but we will also provide equal access to our projects and events. This will not only maximise our ability to recruit the best available talent but will increase creativity and bring new ideas to the Federation.

The SAPSF is fully committed to the principles of equality of opportunity. The SAPSF is responsible for ensuring that employees, representatives, sports men and women, partners and job applicants irrespective of their age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, dependency, pregnancy, religious belief, class or social background, sexual orientation or political belief, will all receive fair treatment, equal opportunities and will not be unlawfully excluded.

The SAPSF will take necessary action to eliminate individual and institutional discrimination (the ways in which services like ours can fail to respond appropriately to people from different backgrounds because we may not have taken their needs into account when developing and delivering our services); to comply with its statutory and legislative obligations; to meet the needs of its staff and partners and to make equality and equal treatment a core factor in the development, delivery and refinement of its policies, initiatives and services and in the way it manages its staff. Equality will be considered at the outset of all new SAPSF policies, programmes, projects and events.

By taking this approach we will increase confidence in our ability to invest public funding appropriately and deliver equitable services to the high performance community. In addition we will be able to measure an increased level of satisfaction with our services.

The benefits to SAPSF of promoting equality and diversity in this way include improved staff morale, satisfaction and productivity along with enhanced management practice. This in turn will lead to higher levels of retention and reduced numbers of complaints of discrimination.

Accountability and reporting:

The SAPSF Directors are accountable for ensuring the implementation of Equality and Diversity Policies and putting policy into practice. Equality and Diversity action must be considered and acted upon in the planning of projects, events and everyday working with the SAPSF. Progress will be discussed at quarterly meetings.

