



Equal Opportunities Policy

Interpretation

The following definitions and rules of interpretation apply in this Equal Opportunities Policy (unless the context requires otherwise).

1.1. Definitions:

Advisory Group: A non-permanent group put in place to deal with a specific time-limited issue, with the purpose of bringing together experts to provide advice on matters of interest to the Board.

Association: The Chartered Association of Sport and Exercise Sciences (“CASES”).

CASES Staff: Anyone employed by CASES or working for CASES on a voluntary basis or otherwise (including senior managers, paid staff, volunteers, agency staff and students).

Board: The Board of Directors of the Association.

Code of Conduct: The Association’s Code of Conduct from time to time in place.

Divisions: The Divisions of the Association.

Members: A member of the Association including Fellows.

Professional Disciplinary Policy: The Professional Disciplinary Policy of the Association from time to time in place.

Protected Characteristics: sex, age, disability, marital status, pregnancy or paternity, race, ethnic identity, cultural identity, religion or belief, sexual orientation, gender identity and/or gender reassignment, socio-economic background or geographical location.

Safeguarding and Welfare Policy: The Safeguarding and Welfare Policy

of the Association from time to time in place.

Stakeholders: Members, CASES Staff, job applicants, office holders, consultants or members of committees and panels or participants in research.

Standing Committee: A committee put in place to monitor and report on a specific area of focus, and to provide advice to the Board on that area.

Introduction

This Policy applies to all Stakeholders.

Statement of equal opportunities

CASES is committed to the achievement of equality of opportunity in dealing with its members and in its policies. This includes ensuring equality of opportunity in academic and professional training, accreditation procedures and to users of sport and exercise science services.

CASES aims to ensure that no members, employees, job applicants, office holders, volunteers, consultants or members of committees and panels or participants in research are unlawfully discriminated against because of a Protected Characteristic.

CASES recognises that we live in a diverse society and will endeavour to ensure that all Stakeholders are given the same opportunities regardless of their socio-economic backgrounds.

CASES is committed to working towards appropriate procedures that can be used by individuals if they believe they have been unjustly treated with respect to the terms of this Equal Opportunities Policy.

CASES is fully committed to the elimination of unlawful discrimination and values the differences that a diverse workforce brings to the Association. Equity, equality, diversity and inclusion will also be promoted as part of CASES’s [values, commitments and behaviours](#), as CASES aims to foster a diverse culture made up of people with different life experiences and perspectives

This policy applies to all aspects of employment with, or by, the Association, including recruitment, pay and conditions, training, performance reviews, promotion, conduct at work, disciplinary and grievance procedures and termination of employment. Overall responsibility for the implementation and monitoring of the Equal Opportunities Policy rests with the Board of the Association.

This policy sits alongside all other CASES policies, codes and regulations including, but not limited to, the Code of Conduct and the Safeguarding and Welfare Policy.

This Policy does not form part of any CASES's employee's contract of employment and CASES may amend it at any time. All Members of CASES have the responsibility to ensure they comply with this Equal Opportunities Policy.

More specific responsibilities fall upon the Board, as detailed below.

Failure to adhere to this Equal Opportunities Policy will be managed through the Professional Disciplinary Policy.

The Association's legal obligations

The Association recognises that unlawful discrimination is unacceptable and prohibited. Unlawful discrimination can take the following forms:

direct discrimination: treating someone less favourably than you would treat others because of a Protected Characteristic. This includes less favourable treatment because of the individual's:

- own Protected Characteristics, their association with another person who possesses a Protected Characteristic; and/or
- because of a Protected Characteristic that they're perceived to possess.

indirect discrimination: applying a provision, criterion or practice which, on the face of it, applies equally to all but which, in practice can adversely affect individuals with a particular Protected Characteristic more than others, and is not objectively justified.

harassment: engaging in unwanted conduct relating to a relevant Protected Characteristic and/or unwanted conduct of a sexual nature where the conduct has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient, or any other individual affected by such conduct. The Association is committed to ensuring that its Stakeholders are able to conduct their activities free from harassment.

bullying: the misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence.

victimisation: subjecting someone to a detriment because they have in good faith taken action under the relevant legislation by bringing proceedings, giving evidence or information in relation to proceedings, making an allegation that a person has contravened any aspect of the relevant legislation or doing any other thing for the purpose of or in connection with any relevant legislation.

disability discrimination: this includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and a failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

CASES takes a strict approach to breaches of this policy and regards discrimination, harassment, disability discrimination, bullying or victimisation, as described above, as serious misconduct. All complaints against Members and Stakeholders will be taken seriously and appropriate measures, which may include disciplinary action under the Professional Disciplinary Policy being brought against any Member or Stakeholder who unlawfully discriminates against, harasses, bullies or victimises any other person.

Purpose and scope of the policy

This policy has been produced to try to address and prevent any unlawful discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against Stakeholders that may preclude them from participating fully in any aspect of activity carried on and organised by the Association.

Equality is about respecting people's individuality. In doing so the Association recognises that this Policy must provide flexibility in order to ensure a service which is adaptive to individuals' needs and thus enabling all in our society to participate in the activities carried on by the Association without prejudice or unnecessary barriers.

The Equal Opportunities Policy is divided into sections based on the areas of significant activity within the Association (see Section 6 – Areas of responsibility and significant activity). CASES will work proactively to ensure equality of representation and outcomes.

Areas of responsibility and significant activity

Positions of responsibility on the Board, Standing Committees and Advisory Groups

All Advisory Groups and Standing Committees, including the Board, will endeavour to ensure that the views and interests of all Stakeholders are sought and represented (via consultation and discussion with Stakeholders, when practicable). This includes the consideration of positions of responsibility on the Board, Standing Committees and Advisory Groups.

Meetings and conferences

CASES will strive to ensure, so far as it is able to, that:

- there is adequate access to meetings, conferences, workshops, and webinars.
- it actively seeks speakers at meetings, conferences, workshops, and webinars from a representative mix of Stakeholders and Members.
- topics selected for meetings, conferences, workshops, and webinars reflect the diversity and constituency of Members and various Stakeholders.
- balanced and unbiased language and images are used in all the presentations at meetings, conferences, workshops, and webinars and in the Association's publications and publicity and Members are encouraged to do the same.

Diversity and inclusion training

CASES Staff, Members and the Board will undertake regular training on equity, diversity,

and inclusion, to improve understanding and awareness of equality.

Honours and awards

CASES will strive to ensure that there are systematic procedures and clear criteria for selecting people for honours and that these criteria are known and explicit to all Members.

Journal of Sports Sciences (JSS)

CASES will encourage the JSS Editorial Board to:

- use a review process that is consistent with CASES' approach to equity, diversity, and inclusion, as set out in this Policy.
- publish articles that reflect all Divisions of the Association and Stakeholders.
- represent the diverse views of all Stakeholders, including Stakeholders with Protected Characteristics.
- monitor the above and consider the reasons for any imbalances.
- require authors to use inclusive language in all articles accepted for publication.

The Sport and Exercise Scientist

CASES will require The Sport and Exercise Scientist Editorial Advisory Group to:

- publish articles that reflect all Divisions of the Association and Stakeholders.
- represent the diverse views of all Stakeholders, including Stakeholders with Protected Characteristics.
- monitor the above and consider the reasons for any imbalances.
- require authors to use inclusive language in all articles accepted for publication.

Members

It is the responsibility of each Member to ensure that:

- they comply with all Policies of the Association from time to time in place.
- participants in research, employees or job applicants should not receive less favourable treatment on the grounds of the Protected Characteristics or requirements which cannot otherwise be justified.

Supporting documents

Key documents developed by the CASES Equity, Diversity and Inclusion (EDI) Advisory Group, including a detailed glossary of EDI terms that are regularly evolving and updated, will be made available to all members and will be stored within the [EDI member-only pages](#) of the website.

Monitoring

CASES will:

- maintain accurate and current records as required by legislation or as good practice.
- annually consult with Divisions to consider how well the policy is being implemented, and to review its content every two years.

Implementation

CASES will:

- as and when CASES deems it necessary and appropriate, and in CASES' sole discretion, provide advice and training on the implementation of this Policy; and
- implement the disciplinary procedure found in the Professional Disciplinary Policy in relation to breaches of this Policy.

Review of policies and procedures

The policy will be reviewed by the Board on the first anniversary of its adoption and every two years hereafter in accordance with clause 8.1.2. The purpose of each review will be to ensure that the Equal Opportunities Policy remains appropriate to the aims of the Association.

CASES will seek advice each time this Equal Opportunities Policy is reviewed to ensure it continues to reflect the current legal framework and good practice as the professional body for sport and exercise sciences.

Approved by the CASES Board 15 November 2021

Reviewed and updated by the CASES Board 12 February 2025.

Updated to reflect Charter status and reference to CASES: 1 April 2025