

## SECTION 4: POLICIES



### 4.5 DIVERSITY POLICY

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#### 1 STATEMENT

- 1.1 Virtus recognises the importance of diversity within all levels of the organisation and throughout the wider movement. Sport links together all aspects of a diverse society and thereby contributes not only to the development of the individual, but also encourages respect for others, which leads to greater understanding and the establishment of a more just society. Through sport we can break down barriers, promote respect and understanding, and eradicate discrimination.
- 1.2 Virtus recognises that discrimination is unacceptable and consequently will not tolerate discrimination either directly or indirectly on the grounds of race, gender, marital status, age, ethnic origin, sexual orientation, disability, religion or belief, working pattern, employment status, gender identity (transgender), colour, political persuasion or English language competencies.
- 1.3 Virtus will take positive action to eliminate individual and institutional discrimination. Virtus will comply with its statutory and legislative obligations and will endeavour to meet the needs of its members, staff and partners to make equality and equal treatment a core issue in the development of the Virtus and in the delivery and refinement of all policies, initiatives and activities undertaken and in the way we manage our processes.
- 1.4 The Virtus Governing Board is ultimately responsible to the Virtus General Assembly for:
  - a) Developing an appropriate and suitable framework;
  - b) The allocation of adequate resources to implement the provisions of this policy; and
  - c) Monitoring effectiveness of the policy and the strategy.
- 1.5 Virtus calls upon its member organisations, all delegates, and any individual associated with the Virtus to respect, encourage, and promote diversity in all its aspects and at all levels of the organisation and in all its activities.

#### 2 MAIN DRIVERS

- 2.1 There are five (5) main drivers to our Diversity Policy:
  - a) It is right. All of those involved with Virtus are entitled to be treated with respect;
  - b) Policy. Virtus is committed to the principle of equality and social justice for people with a disability and as an equality body we must practise what we preach for all groups in society;
  - c) Business benefits. Research clearly shows that creating and managing a diverse organisation can provide benefits including attracting staff and volunteers from a wider talent base, thus ensuring better development of Virtus 's aims and objectives;

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- d) Expectations. There is growing evidence that people are concerned with the social and ethical actions of organisations. The idea that organisations should treat all those directly involved in their work fairly is one of the main beliefs prevalent today;
- e) The law. Although Virtus is a membership organisation which operates across international boundaries, there are laws against discrimination in many of the countries in which Virtus directly operates. The practice of adhering to the principles of the law as enshrined in Europe, where the Virtus Headquarters are, is of paramount importance to Virtus.

### 3 OBJECTIVES

- 3.1 Virtus will have six (6) main objectives underpinning the Diversity Policy:
  - a) To increase the diversity of all those working within the Virtus Movement, this to include Virtus Governing Board members, members of all Virtus committees and councils and our staff;
  - b) Comply with relevant anti-discrimination legislation and challenge discriminatory practice and ensure that all policies and procedures are reviewed against a diversity policy to ensure that every effort is made to meet our obligations;
  - c) To raise overall awareness of equality and diversity issues throughout the Virtus Movement, to ensure that all understand what equality and diversity mean;
  - d) To equip, develop, and support staff to promote and to be accountable for our diversity policy and related procedures;
  - e) To become an exemplar in all our policies and practices, discouraging discrimination and promoting equality in all we do;
  - f) To monitor the policy and review all working practices including regular consultation with all stakeholders within the Virtus Movement and actively promote and encourage the involvement of people with an intellectual impairment in the governance and management of the organisation