



NRLA DIVERSITY AND EQUITY POLICY

Equal opportunities

Is about the law and how it is applied in addressing barriers which individuals might face in accessing training, employment and access to services. The law only intervenes when it is clear that legislation is the only way to deal with discriminatory acts. Therefore Equal opportunities is about ensuring training, employment practices and access to services are fair and free from discrimination and harassment. Current legislations encompass gender, race, disability, religion and faith, age and sexual orientation

Equality

Is the state of being equal – treating individuals equally, which does not necessarily mean treating them the same. In some cases, the need for equality may require unequal effort to ensure the principle of equality is achieved.

Sports equity

Is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure that it becomes equally accessible to everyone in society

Diversity

Recognising, valuing and respecting the diversity of each individual. Diversity encompasses visible and non visible individual differences. They may include, but not limited to differences protected by anti-discrimination legislation

Positive action

Is allowed under legislation to redress imbalances between under represented groups of employees. It allows employers to provide targeted training to under represented groups. And to encourage applications from groups that are under represented in particular areas of work.