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## Equal Opportunities and Equality Statement

British Eventing aims to ensure that all people, irrespective of age, sex, gender, disability, race, parental or marital status, pregnancy, religion or belief, sexual orientation and gender reassignment, have an equal opportunity to take part in equestrianism at any level and in any role.

British Eventing will inform its members, employees and volunteers on the ownership adoption and implementation of equal opportunities within the sport of Eventing, and will monitor, review and evaluate progress in achieving these aims, feeding back to stakeholders on progress made.

British Eventing's employment policy is to ensure that individuals are treated solely on the basis of their relevant aptitudes, skills and abilities. Accordingly, the British Eventing management team ensures that recruitment, selection, training, development and promotion procedures result in no job applicant or employee receiving less favourable treatment on the grounds of age, sex, gender, disability, race, parental or marital status, pregnancy, religion or belief, sexual orientation and gender reassignment, or being a part time worker.

British Eventing members, employees and volunteers have a responsibility to ensure they assist British Eventing in successfully achieving its equal opportunities objectives by:

- Not discriminating against fellow members, employees, volunteers, suppliers or members of the public with whom they come into contact during the course of their equestrian pursuits;
- Not inducing or attempting to induce others to practice unlawful discrimination;
- Reporting any discriminatory action to the Lead Welfare Officer at British Eventing.

Fiona O'Hara  
Chairman

## Policy Objectives

- British Eventing endorses the principles of sports equality and aims to ensure that no individual receives more or less favourable treatment on the grounds of age, sex, gender, disability, race, parental or marital status, pregnancy, religion or belief, sexual orientation and gender reassignment ('Protected Characteristics' under the Equality Act 2010). This includes all those involved in whatever capacity - competitors, organisers, employees, coaches, contractors, owners, officials, volunteers and spectators (our Stakeholders)
- British Eventing considers the sport of eventing should be made accessible to everyone, to the greatest extent possible, allowing equal opportunity to participate to the full extent of an individual's own ambitions and abilities.
- Within the organisation, British Eventing aims to build a culture that values openness, fairness, respect and transparency. This is in keeping with the corporate values of passion, collaboration, fairness and honesty and responsibility.
- To that end, all Stakeholders whether permanent or temporary are responsible for the promotion and advancement of this Equality Policy and in creating an environment in which our Stakeholders' rights, dignity and individual worth are respected and in particular that they are able to enjoy their sport without the threat of intimidation, victimisation, harassment or abuse.

## Purpose of the Policy

- British Eventing recognises that individuals (and/or certain groups in our society who share one or more Protected Characteristics) may not have been able to participate equally and fully in sports related activities in the past. This Policy has been produced to try to prevent and address any unlawful discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against Stakeholders that may preclude them from participating fully in Eventing's related activities.
- British Eventing recognises the diversity of provision that is required in order to ensure that all people regardless of their Protected Characteristics can access Eventing and develop at a level that is appropriate to them.
- British Eventing recognises the need to provide different and diverse opportunities as a means of creating entitlement and access.
- The principle of Sports Equality goes further than simply complying with legislation. It entails taking positive steps to counteract the effects of physical or cultural barriers, whether real or perceived, that restrict the opportunity for all sections of the community to participate equally and fully. British Eventing will therefore seek to institute, support, or contribute to appropriate measures or initiatives that enable access to eventing and participation in associated activities by individuals from any group that is under represented in the sport or has difficulty accessing it.
- Internally, British Eventing is fully committed to the elimination of unlawful and unfair discrimination and values the differences that a diverse workforce brings to the organisation. This Policy has been produced to try to prevent and address any unlawful discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against the workforce. Other related but separate HR policies shall also be implemented and/or maintained to further the objectives of Equality and Diversity generally and reflect changes in legislation in particular the Equality Act 2010.

## Legal Requirements

- British Eventing is required by law not to unlawfully discriminate against its Stakeholders and recognises its legal obligations under, and will abide by the requirements of, the Equality Act 2010, and any equivalent legislation (as amended) in any UK jurisdiction and any later amendments to such legislation or subsequent equality related legislation that may be relevant to British Eventing.
- British Eventing will seek advice each time this Policy is reviewed to ensure it continues to reflect the current legal framework and good practice.
- British Eventing recognises the following as being unacceptable: “Discrimination, harassment, bullying and victimisation”
- Unlawful discrimination which can take the following forms:
  - Direct Discrimination: treating someone less favourably than you would treat others because of a Protected Characteristic.
  - Indirect Discrimination: applying a provision, criterion or practice which, on the face of it, applies equally to all but which, in practice can disadvantage individuals with a particular Protected Characteristic. Such requirements or conditions are lawful only if they can be objectively justified.
- Harassment: engaging in unwanted conduct relating to a relevant Protected Characteristic or unwanted conduct of a sexual nature where the conduct has the purpose or effect of violating the recipient's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient, or any other individual affected by such conduct. British Eventing 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 he or she has in good faith taken action under the Equality Act 2010 (or equivalent legislation) by bringing proceedings, giving evidence or information in relation to proceedings, making an allegation that a person has contravened the Equality Act 2010 (or equivalent legislation) or doing any other thing for the purpose of or in connection with the Equality Act 2010 (or any equivalent legislation).
- British Eventing regards discrimination, harassment, bullying or victimisation, as described above, as serious misconduct. All complaints will be taken seriously and appropriate measures including disciplinary action may be brought against any Stakeholder who unlawfully discriminates against, harasses, bullies or victimises any other person.
- British Eventing recognises that it has a duty to make reasonable adjustments for disabled persons. The duty to make reasonable adjustments includes the removal, adaptation or alteration of physical features, if the physical features make it impossible or unreasonably difficult for disabled people to make use of services. In addition, when acting as a service provider, British Eventing has an obligation to think ahead and address any barriers that may impede disabled people from accessing its service.
- British Eventing will consider all requests for adjustments and where possible will accommodate reasonable requests and will work with disabled Stakeholders to implement any adjustments that will enable them to participate more fully.

## Implementation and Communication

The following steps will be taken to publicise this policy and promote sports equality in eventing

- The Board will be responsible for ensuring the implementation of this policy and to that end a director of British Eventing will be appointed by the Board as the "Equality Champion" and will ensure that equality is included as an agenda item at Board meetings when appropriate and that the Board takes full account of the policy when making decisions in relation to the activities of British Eventing.
- The Board will review all British Eventing related activities and initiatives against the aims of the policy on an annual basis and will report on this issue in the Annual Report.
- A member of the executive team will be designated by the Chief Executive, in conjunction with the Equality Champion, as an officer with responsibility for equality and who shall be known for the purposes of this policy as "Equality Officer". The Equality Officer shall work in conjunction with the Equality Champion, and will have the overall day to-day responsibility for the implementation of this Equality Policy and for achieving any equality related actions resulting from it.
- British Eventing will collaborate fully with any surveys or other initiatives designed to assess the level of participation of different sections of the community in eventing and take account of the findings in developing measures to promote and enhance sports equality in eventing.
- British Eventing will provide access to training for all its Directors to raise awareness of both collective and individual responsibility. Equality and diversity training will be a requirement for accreditation of coaches and will be provided to employees and officials.
- The Equal Opportunity and Equality Statement will be included in the Member's Handbook
- Objectives relating to fair and inclusive practices will be included in employees' performance development plans.
- British Eventing will establish an Equality Action Plan which shall include a review of its policies and practices on an ongoing basis, to ensure continuing compliance with relevant legislation, demographics and internal business requirements and where possible good practice.
- British Eventing will develop and cascade other applicable policies, procedures and statements where appropriate to further this Equality Policy and the objectives of equality and diversity
- Job adverts will include the statement "British Eventing positively seeks to achieve diversity in its workforce and applications from all candidates regardless of age, race, gender, gender identity, religion, sexual orientation, disability, or nationality are welcomed and encouraged"
- No applicant for any post will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unlawful discrimination.
- Consultants, contractors, officials, advisers and volunteers under contract to British Eventing will be required to abide by this Equality Policy and it will be referred to in any service level agreements or contracts issued by British Eventing.
- The British Eventing Volunteer Handbook shall include reference to the Equality Policy

- This Equality Policy will be communicated in the following ways:
- A copy of this policy will be published on the British Eventing website
- The Policy will be included in the employee handbook. Reference will be made to this Equality Policy in any code of conduct. This Equality Policy is for guidance only and will not form part of any contract of employment with any employees of British Eventing.
- The Policy will be highlighted in all staff and volunteer inductions.
- British Eventing will promote and deliver continuing equality professional development for all employees to support equal opportunities within the organisation.
- British Eventing will produce, maintain and monitor an Equality Action Plan to ensure the objectives of this Equality Policy are consistently delivered throughout all areas of the organisation.
- British Eventing recognises that, in some cases, to further the principle of equality, an unequal distribution of resources may be required. If appropriate and proportionate, and to the extent that is lawful, British Eventing will consider positive action or may introduce special measures to assist any group with a Protected Characteristic which is currently underrepresented within any group of Stakeholders.
- British Eventing will reference and include a copy of this Policy as part of its contractual agreements with contractors and other service-providers where appropriate.

### Monitoring and Evaluation

- This Equality Policy will remain in force until it is amended, replaced or withdrawn. A review of this Equality Policy will take place as and when required, but not less than once every three years.
- The Equality Action Plan, created to ensure the objectives of this Equality Policy are delivered, will be reviewed by the Equality Champion regularly. Progress relating to the Policy will be recorded annually and a full report will be presented to the Board to debate progress and review the policy status. This shall include statistical and, if appropriate qualitative, information will be collected. Once approved by the Board, a report will be published internally and externally (with due regard to the sensitivity of the information), to show the impact of this Equality Policy and progress towards achieving the Equality Action Plan.

### Complaints Procedures

British Eventing regards all forms of discriminatory behaviour, including (but not limited to) behaviours described in the Appendix as unacceptable, and wishes to ensure that individuals feel able to raise any bona fide grievance or complaint related to such behaviour without fear of being penalised for doing so.

Appropriate disciplinary action will be taken against any member, employee, contractor or volunteer who violates this Equality Policy.

Any Stakeholder who believes that they have been treated in a way that they consider to be in breach of this policy by a member, volunteer, organiser or spectator should first complain to that person or organisation. If this does not resolve the matter, or in the case of allegation of discriminatory behaviour against British Eventing, its employees or officials, the complaint should be lodged in accordance with the British Eventing's complaints procedure.

[http://res.cloudinary.com/britisheventing/raw/upload/v1544188138/files/2018-12/COMPLAINTS\\_POLICY\\_AND\\_PROCEDURE.pdf](http://res.cloudinary.com/britisheventing/raw/upload/v1544188138/files/2018-12/COMPLAINTS_POLICY_AND_PROCEDURE.pdf)

Where assistance is needed in identifying the appropriate procedure, the Equality Officer may assist in the first instance (without comment on the merits of the complaint).

Where the violation of the Equality Policy by way of harassment, victimisation or discrimination amount to a criminal offence, the appropriate authority will be informed.

In the event that an individual or organisation associated with British Eventing is subject to allegations of unlawful discrimination in a court or tribunal, British Eventing will cooperate fully with any investigation carried out by the relevant lawful authorities and, subject to the outcome, may consider taking action in relation to the matter concerned.

Approved by British Eventing Board [Date]

## Appendix – Relevant legislation and forms of unacceptable discrimination

### Legal Rights

Discrimination has been legally defined through a series of legislative acts, including the Race Relations Act, the Sex Discrimination Act, the Disability Discrimination Act and the Equality Act 2006.

In April 2010, the Equality Act 2010 received Royal Assent. The Equality Act 2010 harmonised where possible, and in some cases extended, protection from discrimination. It applies throughout the UK and came into force in October 2010.

Discrimination refers to unfavourable treatment on the basis of the particular characteristics, which are known as the 'protected characteristics'. Under the Equality Act 2010, the protected characteristics are defined as age, disability, gender reassignment, marital or civil partnership status (employment only), pregnancy or maternity, race (which includes ethnic or national origin, colour or nationality) religion or belief, sex (gender) and sexual orientation.

Under the Equality Act 2010, individuals are protected from discrimination 'on the grounds of' a protected characteristic. This means that individuals will be protected if they have a characteristic, are assumed to have it, or associate with someone who has it or with someone who is assumed to have it. (The exception to this is pregnancy and maternity - which does not include protection by association or assumption – a woman is only protected from discrimination on the grounds of her own pregnancy)

### Forms of discrimination and discriminatory behaviour

**Direct Discrimination** – less favourable treatment on the grounds of one of the protected characteristics

**Indirect Discrimination** – when a provision, criteria or practice is applied to an individual or group that would put persons of a particular characteristic at a disadvantage compared with other persons.

**Discrimination arising from disability** – it is unlawful when a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified.

**Harassment** – unwanted conduct relating to a protected characteristic that has the purpose of violating a person's dignity, or which creates an intimidating, hostile, degrading, humiliating or offensive environment for that person.

**Victimisation** – treating a person less favourably because he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so.

**Bullying** – a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual