

Annex C

The British Equestrian Federation Equality Policy Objective

To make equestrianism, as delivered through the BEF and its member bodies, an activity that is open and inclusive for anyone who wishes to be involved in whatever capacity and at whatever level and to actively encourage a more diverse participation and workforce.

Policy Statement

The BEF is fully committed to fostering an inclusive culture which promotes equality, values diversity and provides a diverse, inclusive, fair, and open environment that allows everyone to enjoy our sport, and hopefully grow and flourish whilst doing so. We recognise that equality and inclusion should be embedded in all our activities and will seek to promote awareness of equality and inclusion, championing good practice for and on behalf of the Federation as a whole.

The BEF is committed to a programme of action to support its equality policy, to monitoring its effectiveness, and to publishing information on progress towards its equality aims.

The BEF seeks to ensure that no individual receives more or less favourable treatment on the grounds of age, sex (gender), disability, race or ethnicity, parental, marriage or civil partnership, or marital status, pregnancy or maternity, religion or belief, sexual orientation and gender reassignment. These are known collectively as protected characteristics under the Equality Act 2010. This includes all those involved in whatever capacity - participants, employees, Board members, coaches, consultants, owners, officials, volunteers and spectators.

In addition, the BEF is committed to take action to encourage more diverse participants and workforce. This is known as positive action. We also recognise our responsibilities under the Equality Act 2010 to make reasonable adjustments for anyone with a disability who is involved in our sport.

Implementation and Monitoring

The BEF will seek to make a positive contribution to the advancement of equality and equity through all its activities. In particular it will:

- seek to embed equality, diversity and inclusion in all its activities;
- have regard to its obligations under relevant legislation, including the Equality Act 2010;
- publicise this policy, and any related codes of practice and guidance;
- promote awareness and understanding of equality, diversity and inclusion among staff, athletes and member bodies through the provision of training, guidance and campaigns;
- Encourage applications for positions within the BEF, whether as Board members or members of staff from the widest pool of potential candidates, especially where representation is disproportionately low, to improve diversity where appropriate

- In respect of athletes, seek to support outstanding talent whatever their background, and work to ensure that coaching and performance support provides an equal opportunity for all athletes to achieve and demonstrate their full sporting potential. Decisions on the selection of athletes onto the World Class Programme will be based solely on the individual merits of each candidate and the application of selection criteria
- In respect of staff, seek to ensure that entry into employment and progression within employment are determined solely by criteria which are related to the duties of a particular post and the relevant grade; and support career development and progression with the aim of ensuring diverse representation and participation at all levels
- In respect of both staff and athletes, take appropriate steps to meet the particular needs of individuals from protected groups where these are different from the needs of others, and work to eliminate any barriers to their success.

To deliver its pledge to embed equality, the BEF will:

Foster an environment and culture in which each individual feels, and is, valued, listened to, respected, able to be themselves and empowered to participate fully in the life of the BEF

- Expect all members of the equestrian community to treat each other with respect, courtesy and consideration and it does not tolerate any form of unlawful discrimination, bullying, harassment, or victimisation.
- Develop and implement a Diversity and Inclusion Action Plan (DIAP). This DIAP will be monitored and reported on annually.

Encourage its member bodies and organisations that are affiliated to or approved by its member bodies to adopt a similar policy at all levels in their organisation, including their Boards.

The BEF will act in both a leadership and an advocacy role with its member bodies to actively encourage an increase in diversity of participants, members, volunteers, coaches, officials, Board and Council and its workforces in equestrian sport.

The effectiveness of this policy will be monitored and evaluated on an annual basis.

Responsibilities

The Board of Directors of the BEF endorses and is accountable for ensuring that this Equality Policy is implemented and will deal with any actual or potential breaches. It is also responsible for agreeing and publishing the BEF's strategic objectives for equality, diversity and inclusion in its Strategic Plan, and monitor progress towards achieving them.

The BEF Chief Executive has the overall responsibility for the implementation of this Equality Policy.

All staff and consultants have a responsibility to:

- understand and observe this policy;
- treat others with dignity and respect; and
- respect the BEF's commitment to promote good relations, advance equality of opportunity and eliminate unlawful discrimination and harassment.

All staff who manage or supervise other staff are responsible for ensuring that equality is embedded in the work of their team, for promoting an inclusive working, research and learning environment, and for promoting a culture of dignity and respect where issues can be raised without fear of reprisal.

Complaints Procedures

To safeguard individual rights under this Equality Policy, any individual who believes they have suffered inequitable treatment within the scope of this Equality Policy may raise the matter through the BEF complaints procedure which is available at:

<https://www.bef.co.uk/Detail.aspx?page=complaints-appeals>