

The British Equestrian Federation Equality Policy Objective

To make equestrianism, as delivered through the BEF and its member bodies, an activity that is open to anyone who wishes to be involved in whatever capacity and at whatever level and to actively encourage a more diverse participation and workforce, based on the current equality data and the areas of under-representation that this highlights.

Policy Statement

The BEF is fully committed to the principles of equality, inclusion and diversity, and aims 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 has a target to be led by a Board with at least 30% of each gender and will work towards gender parity and an increase in diversity of the BEF Board. This will be achieved through the development and agreement of an action plan. This equality and diversity action plan will be monitored and reported on annually. The BEF will ensure wherever it is reasonable and within BEF's direct control that there is open access to all those who wish to participate in all aspects of equestrian activity and that they are treated fairly, and with dignity and respect.

The BEF also encourages 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 takes measures to ensure that its employment practices are non – discriminatory. The BEF ensures that no job applicant will be placed at a disadvantage by requirements or conditions that are not necessary to the performance of the job or that constitute discrimination. Appointments will be made on the basis of an individual's knowledge, skills and experience in line with the competences required for the specific job. This includes both employed roles and voluntary roles (such as non-executive director). The BEF has a detailed Equal Opportunities and Recruitment and Selection Policy which supports our aims as an equal opportunities employer.

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.

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

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>

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 is a new law which harmonises where possible, and in some cases extends, protection from discrimination. It applies throughout the UK and came into force in October 2010.

Discrimination refers to unfavourable treatment on the basis of particular characteristics, which are known as the 'protected characteristics'. Under the Equality Act 2010, the protected characteristics are defined as age (employment only until 2012), disability, gender reassignment, marital or civil partnership status (employment only), pregnancy and 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 grounds of' a protected characteristic¹. This means that individuals will be protected if they have a characteristic, are assumed to have it, associate with someone who has it or with someone who is assumed to have it.

Forms of discrimination and discriminatory behaviour include the following:

Direct discrimination

Direct discrimination can be described as less favourable treatment on the grounds of one of the protected characteristics.

Indirect discrimination

Indirect discrimination occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons.

Discrimination arising from disability

When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only relates to disability.

¹ 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 grounds of her own pregnancy.

Harassment

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

Victimisation

It is unlawful to treat 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. To do so would constitute victimisation.

Bullying

Bullying is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual.