



## **Equality & Diversity Policy (FRG021)**

British Triathlon is committed to the principle of equality of opportunity and aims to ensure that all present and potential participants, members, coaches, competitors, officials, volunteers, spectators and employees are treated fairly and are able to fulfil their potential within the sport.

Our Equality and Diversity Policy is built upon the organisations values;

- We are people centred;
- We are ambitious;
- We are inclusive and;
- We do what is right.

We want to become a leading National Governing Body in promoting diversity, inclusion, and equal opportunities, promote a sport which is free from discrimination, harassment and prejudice and is truly representative of all sections of society.

British Triathlon is also committed to eliminating all forms of unlawful discrimination, whether or not covered by current law, of our present and potential participants, members, coaches, competitors, officials, volunteers, spectators, and employees.

To demonstrate our commitment to Equality and Diversity, we have achieved the Intermediate Equality Standard for Sport and have a Diversity and Inclusion committee who oversee the organisations delivery of the Diversity and Inclusion action plan and are accountable to the British Triathlon and Triathlon England Management Boards.

Achieving Intermediate Equality Standard for Sport provides evidence that our organisations internal policies and procedures consider the impact on people who share protected characteristics. It shows how British Triathlon and Triathlon England are working towards increasing the diversity of people participating in our sport (members/participants/staff & board) and demonstrates how we are implementing and reviewing our equality & diversity action plan and ensuring we are able to collect this data.

In our Strategic Plan, we have committed to increasing the diversity of volunteers (including Board and committee members), participants, clubs, regional councils, instructors, staff, and our wider workforce.

### **Legislation**

The Equality Act 2010 is the main, overarching anti-discrimination law which British Triathlon is required to follow and abide by to help ensure that equality of opportunity is promoted across all groups and that diversity is at the heart of all that we do.

British Triathlon defines Equality and Diversity as;

**Equality:** treating everyone with fairness and respect and recognising and responding to the needs of individuals. Taking positive actions to address existing disadvantages and barriers affecting how people engage with and participate in triathlon.

**Diversity:** acknowledging and celebrating the differences between groups of people and between individuals.

The following characteristics are protected characteristics and it is against the law to discriminate against anyone because these:

- age
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion or belief (including no religion)
- sex
- sexual orientation

You are protected from discrimination:

- at work
- in education
- as a consumer
- when using public services
- when buying or renting property
- as a member or guest of a private club or association

You are legally protected from discrimination by the Equality Act 2010.

You are also protected from discrimination if:

- you are associated with someone who has a protected characteristic, for example a family member or friend
- you have complained about discrimination or supported someone else's claim

Discrimination can come in one of the following forms;

**Direct discrimination** - is deliberately treating an individual less favourably than another person because of a protected characteristic.

**Indirect discrimination** - putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair disadvantage.

**Harassment** - unwanted behaviour linked to a protected characteristic that violates an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual or creates an intimidating, hostile, degrading, humiliating or offensive environment. The focus is on the perception of the complainant not the intent of the perpetrator. Employees can complain of behaviour they find offensive even if it is not directed at them.

**Victimisation** - treating someone unfairly because they have complained about discrimination or harassment.

**Discrimination by association** - discrimination against someone because they are associated with another person who possesses a protected characteristic.

**Discrimination by perception** - discrimination against someone because of the belief that someone possesses a protected characteristic.

The policy's purpose is to:

- address and prevent any unlawful discrimination or other unfair treatment, whether intentional or unintentional, direct, or indirect, that may prevent anyone from participating fully in any aspect of triathlon;
- provide equality, fairness, and respect for all in our employment, whether temporary, part-time, or full-time, volunteer and also to our members, coaches, and officials;
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and gender identity and sexual orientation;
- ensure that no sections of the community are denied the opportunity to participate and make progress in the sport of triathlon.

**British Triathlon will:**

- Take positive actions as an organisation to promote a change in attitudes and perceptions and to improve opportunities for everyone to participate in triathlon.
- Actively identify and reduce barriers to participation for under-represented groups.
- Consult with expert partners and other organisation to facilitate inclusive practices and remove barriers to participation.
- Ensure under-represented groups are given the opportunity to participate in all aspects of triathlon.
- Provide opportunities for all in coaching, officiating and leadership positions.
- Consult with relevant groups and individuals about their needs and requirements.
- Demonstrate that every effort has been made to enable everyone to participate and that inclusion has been the priority.
- Encourage people to contact us to discuss their needs and requirements to facilitate inclusion.

**The organisation commits to:**

- Ensure that our employment, training and development policies, procedures and practices comply with this policy and do not discriminate intentionally or unintentionally against any group or individual.

- Monitor our employment processes in terms of the nine protected characteristics and take action to address any inequalities.
- Encourage equality and diversity in the workplace
- Demonstrate a strong and public commitment to progressing towards achieving gender parity and greater diversity generally on its Board (British Triathlon and Triathlon England), including, but not limited to, Black, Asian, minority ethnic (BAME) diversity, and disability.
- To create a culture where all present and potential participants, members, coaches, competitors, officials, volunteers, spectators, and employees feel comfortable raising concerns of any forms of discrimination and that action and support will be provided in line with this policy.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, members, suppliers, visitors, the public and any others in the course of the organisations work activities.
- Ensure that managers and staff undergo appropriate equality training for their role  
Create a working and sporting environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff and volunteers are recognised and valued.
- Ensuring that both existing staff and those seeking employment with British Triathlon, are treated fairly and that individuals are judged solely on merit and by work reference to their skills, abilities, qualifications, aptitude, and potential.
- Ensure that all contractors and service providers operating on behalf of British Triathlon are aware of this policy and expected to adhere it.
- Ensure all staff have equal access to the full range of institutional facilities and that adjustments to working practices are considered wherever reasonably possible in order to accommodate a more diverse workforce. Publish the British Triathlon Equality and Diversity Policy and action plan which outline everyone's responsibilities to respect and act in accordance with the plan and thereby support and promote the spirit and intentions of this policy.
- Encourage our affiliated clubs, associations and members to adopt this policy
- Monitor the make-up of the workforce regarding information such as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation in encouraging equality and diversity, and in meeting the aims and commitments set out in the equality policy. Monitoring will also include assessing how the equality policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues and take positive action to tackle under representation.

## Reporting

To safeguard individual rights under this Policy any party within the triathlon community who believes they have suffered any form of discrimination or inequitable treatment may report the matter, anonymously if necessary, via [concerns@britishtriathlon.org](mailto:concerns@britishtriathlon.org). Breaches of this policy by any party within the triathlon community will be dealt with in line with the British Triathlon Disciplinary Regulations and appropriate disciplinary action taken.

British Triathlon is committed to ensuring that individuals feel able to raise any grievance and no party within the triathlon community will be penalised for doing so unless it is untrue and not made in good faith.

**Monitoring and Evaluation**

Overall accountability The Equality and Diversity Action Plan, created to ensure the objectives of this Equality and Diversity Policy are delivered sit with the CEO, the Chair of the Diversity and Inclusion Committee and Compliance Manager. All staff also have a responsibility for upholding the action plan and policy.

This policy will be reviewed every two years, unless any proposal to the Board, or legislation change, requires an interim review and/or amendment.

This Equality Policy will remain in place until it is amended, replaced, or withdrawn.

**Related policies and guidance**

- Safeguarding and Protecting Child and Adults at Risk Policies and Procedures
- Disciplinary Regulations
- Complaints and Feedback Policy
- Transgender Inclusion Policy
- Whistle-blowing Policy
- Data Protection Policy
- The Code of Ethics and Conduct
- And others as may be identified from time to time.

<b>Policy Name</b>	Equality & Diversity Policy
<b>Policy ID</b>	FRG021
<b>Version</b>	2.0
<b>Date Last Reviewed</b>	June 2020
<b>Editor</b>	Compliance Manager
<b>Approved By</b>	British Triathlon Board & TE Management Board
<b>Date Approved</b>	June 2020