

# EQUALITY POLICY

## 1 STATEMENT OF INTENT

- 1.1 British Cycling is fully committed to the principles and active promotion of equality of opportunity. British Cycling is responsible for ensuring that no job applicant, employee, member or volunteer receives less favourable treatment on the grounds of a protected characteristic. Protective characteristics are disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sexual orientation, sex (gender) and age.
- 1.2 British Cycling will ensure that there will be open access to all those who wish to participate in the sport or associated recreational activity and that they are treated fairly.
- 1.3 The “active promotion of equality of opportunity” implies that British Cycling is seeking to move from simply complying with legislation and good practice towards embracing diversity.

## 2 PURPOSE OF THE EQUALITY POLICY

- 2.1 British Cycling will ensure that no sections of the community are denied the opportunity to participate and make progress in the sport or recreational activity.
- 2.2 British Cycling will take steps to prevent discrimination or other unfair treatment for its employees, members or volunteers, whether intentional or unintentional, direct or indirect.

## 3 LEGAL REQUIREMENTS

- 3.1 British Cycling is required by law not to discriminate against its employees or members or in the provision of services and recognises its legal obligations under current, relevant acts and related obligations.

## 4 DISCRIMINATION / HARASSMENT / BULLYING / VICTIMISATION

- 4.1 British Cycling is committed to ensuring that its employees, members and competitors are able to conduct their activities in an environment that is free from harassment, intimidation or bullying.

4.2 British Cycling regards discrimination, harassment or bullying, as described below, as gross misconduct. Any member of British Cycling or affiliated club, who discriminates against any other person, may be liable to appropriate disciplinary action.

4.2.1 Direct Discrimination: This occurs by treating a person worse than someone else because of a protected characteristic. In the case of pregnancy and maternity this can occur if they have the protected characteristic without needing to compare treatment to someone else. Additionally direct discrimination can occur because someone is thought to have a protected characteristic or because they associate with someone who has a protected characteristic.

4.2.2 Indirect Discrimination: This occurs by putting a rule or way of doing things that has a worse impact on someone with a protected characteristic than someone without one, when this cannot be objectively justified.

4.2.3 Discrimination Arising From Disability: This occurs by treating a disabled person unfavourably because of something connected with their disability when this cannot be justified

4.2.4 Failing to make Reasonable Adjustment: This occurs by failing to make reasonable adjustment for disabled people which cannot be justified.

4.2.5 Harassment: Is unwanted conduct which has the purpose or effect of violating someone’s dignity or which is hostile, degrading, humiliating or offensive to someone with a protected characteristic or in a way that is sexual in nature.

4.2.6 Bullying: Bullying is one form of personal harassment. It is the misuse of power or position to persistently criticise or to humiliate and undermine an individual’s confidence.

4.3 Victimisation: Treating someone less favourably because they have taken (or might be taking) action under the Equality Act or supporting someone who is doing so.

## **5 IMPLEMENTATION**

- 5.1 A copy of this document will be available to all employees, members and volunteers of British Cycling.
- 5.2 All employees, members and volunteers have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of this policy.
- 5.3 British Cycling will take measures to ensure that its recruitment and employment practices are non-discriminatory.
- 5.4 A planned approach will be adopted to eliminate barriers which discriminate against particular groups.
- 5.5 British Cycling will ensure that consultants, advisers and suppliers used by British Cycling can demonstrate their commitment to the principles and practice of equality.

## **6 POSITIVE ACTION**

- 6.1 British Cycling may take positive action for any group which is under-represented in membership, representative bodies, workforce or participation events that share a protected characteristic and suffer a disadvantage connected to the characteristic. Additionally British Cycling may take positive action in the provision of services for people who share a protected characteristic.

## **7 MONITORING AND EVALUATION**

- 7.1 British Cycling will regularly monitor and evaluate the policy, practices, procedures and operations on an ongoing basis and will inform employees and members of their impact.
- 7.2 The Chief Executive has overall responsibility for the implementation of the Equality Policy.
- 7.3 The British Cycling Board is responsible for ensuring that this Equality Policy is followed and to provide appropriate procedures to deal with the investigation and disciplinary hearing in connection with any alleged breach of the Equality Policy and/or any related Codes of Practice which may be issued by the Board from time to time.

## **8 DISCIPLINARY AND GRIEVANCE PROCEDURES**

- 8.1 To safeguard individual rights under the policy an employee, member or volunteer who believes that he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate grievance procedure.
- 8.2 Appropriate disciplinary action may be taken against any employee, member or volunteer who contravenes the Equality Policy
- 8.3 British Cycling is committed to ensuring that individuals feel able to raise any grievance and no employee, member or volunteer will be penalised for doing so unless it is untrue and not made in good faith.