

## **The British Equestrian Federation Equal Opportunities and 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 more diverse participation and workforce.

### **Policy Statement**

The BEF is fully committed to the principles of equality of opportunity 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. This includes all those involved in whatever capacity - participants, employees, coaches, consultants, owners, officials, volunteers and spectators.

In addition, the BEF is committed to take action to encourage more diverse participants and workforce.

### **Implementation**

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 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 (from Oct 2018). This action plan will be available on the BEF website from the end of October 2017.

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.

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 unfair 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 will act in both a leadership and an advocacy role with its member bodies to actively encourage an increase in diversity in equestrian sport.

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

### **Responsibilities**

The Board of Directors of the BEF endorses and is responsible for ensuring that this Equal Opportunities and 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.