

# The British Grooms and Equestrian Employers Group (BGEEG) Equality Policy



## Policy Objective

To make all aspects of our work and support for members open to anyone who wishes to be involved in whatever capacity, and to actively encourage a more diverse equestrian yard workforce, based on the current equality data and the areas of under-representation that this may highlight.

To be reviewed bi annually.

## Policy Statement

The British Grooms Association (BGA) and Equestrian Employers Association (EEA) are 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.

In addition, the BGA & EEA are committed to take action to encourage more diverse membership of both organisations and equality in the equestrian yard 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 organisation.

## Implementation and Monitoring

The following steps will be taken to publicise this policy and promote sports equality in the BGEEG (BGA & EEA):

- A copy of this document will be published on the BGA and EEA website.
- The BGEEG Chair will take overall responsibility for ensuring that the policy is observed, supported by the Equality Champion from the team of staff.
- The Board will take full account of the policy in arriving at all decisions in relation to activities of the BGA and EEA.
- The BGEEG will collaborate fully with any surveys or other initiatives designed to assess the level of participation of different sections of the community in equestrianism and will take account of the findings in developing measures to promote and enhance equality.
- The BGEEG will provide access to training for all of its Board Members to raise awareness of both collective and individual responsibilities.

## **Responsibilities**

The Board of Directors of the BGEEG endorses and is accountable for ensuring that this Equality Policy is implemented and will deal with any actual or potential breaches.

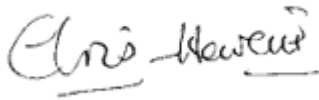
The BGEEG Chief Executive (who is the Equality Champion) has the overall responsibility for the implementation of this Equality Policy.

## **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 BGEEG complaints procedure which is available on our terms and conditions page.

## **British Grooms and Equestrian Employers Group (BGEEG)**

**Board Chair sign off:**

A handwritten signature in black ink that reads "Chris Hewlett". The signature is written in a cursive style with a horizontal line underneath the name.

Christopher Hewlett

**13.07.2020**

## **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 characteristic<sup>1</sup>. 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.

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<sup>1</sup> 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.

**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.

**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.