



## ***Equality and Inclusion Policy***

Reviewed: September 2011

# **BRITISH ORIENTEERING: EQUALITY & INCLUSION POLICY**

## **Objectives**

- British Orienteering is fully committed to the principles of equality of opportunity and is responsible for ensuring that no job applicants, employees, workers, volunteers, members or participants (together 'stakeholders') are unlawfully discriminated against because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (together 'protected characteristics')
- British Orienteering will encourage partner organisations, including affiliated clubs and associations to adopt and demonstrate their commitment to the principles set out in this Equality Policy
- British Orienteering is committed to making orienteering an activity that is open to anyone who wishes to take part, in whatever capacity

## **Policy**

British Orienteering is committed to treating all people fairly and providing equality of opportunity. British Orienteering aims to ensure that all people irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation have a genuine and equal opportunity to participate in orienteering at all levels and in all roles. This includes job applicants, employees, participants, volunteers and spectators.

British Orienteering is required by law not to unlawfully discriminate against its stakeholders and recognises its legal obligations under, and will abide by the requirements of, the Equality Act 2010, any equivalent legislation or later amendments in UK jurisdiction.

British Orienteering will not allow any unlawful discrimination (either direct or indirect), harassment, bullying or victimisation (definitions as of Equality Act 2010). British Orienteering regards discrimination, harassment, bullying or victimisation as serious misconduct. All complaints will be taken seriously and appropriate measures including disciplinary action may be taken in line with the Complaints, Disciplinary and Appeals policy and procedures.

British Orienteering considers that foot, mountain bike and ski orienteering are gender-affected activities under the Equality Act 2010.

## **Implementation**

The Board of British Orienteering is responsible for ensuring that this Equality Policy is implemented, followed and reviewed when appropriate and breaches of the policy are dealt with appropriately and in line with the Complaints, Disciplinary and Appeals policies and procedures.

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

British Orienteering will:

- Regularly review its employment practices to ensure continuing compliance with relevant legislation and where possible, good practice.
- Recruit, select, promote and train all personnel working for or on behalf of British Orienteering on the basis of merit & ability and by adapting facilities and equipment where necessary
- Monitor and review British Orienteering's selection criteria and procedures in relation to participation and employment to ensure people are treated solely on the basis of merits and abilities which are appropriate to the position
- Meet its obligation to make training opportunities available to all employees and volunteers
- Promote this policy and commitment to it to all employees, members, volunteers and participants via the staff handbook and British Orienteering website.

- Require employees, members, volunteers and participants to respect, act in accordance with, and thereby support and promote the spirit and intentions of this policy
- Eliminate the effects of prejudice against any group by adopting a planned approach to removing barriers which create inequality or discrimination
- Make every reasonable effort to prepare, produce and market materials that are produced by British Orienteering appropriate for all persons in respect of language, format and style
- Modify any existing rules and regulations that may inhibit the inclusion of any groups, provided this does not result in the deterioration of equality required by British Orienteering
- Work with any transgender athlete looking to participate in orienteering to formulate a policy in relation to participation of transgender athletes. Any such participants are requested to contact the Equality Officer who will work with the athlete. Any such request will be dealt with in the strictest confidence.
- Adopt a planned approach to taking positive action towards groups which are currently under-represented in the employees, volunteers, membership, and orienteering in general
- Produce, maintain and monitor an Equality Action plan to ensure the objectives of this Equality Policy are consistently delivered throughout all areas of the organisation.

### **Monitoring & evaluation**

- This policy will be reviewed as part of the British Orienteering policy review schedule approved by the Board annually.
- British Orienteering will regularly monitor and evaluate the policy, practices, procedures and operations and inform employees, members, participants and partners of their impact and of any resulting recommendations.

---

British Orienteering regards discrimination, harassment or victimisation as serious misconduct and likely to bring the sport into disrepute. Thus, any complaint on any of these grounds against employees, members, participants or other persons will be dealt with under the Complaints, Disciplinary and Appeals Policy and Procedures.

---