# Equality and Inclusion Policy

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| Policy owner: | Chief Executive |
| Approved by: | British Orienteering Board |
| Approval date: | 30.09.26 |
| Review date: | Annual check; full review every three years and sooner after material changes |

## Our commitment

British Orienteering is committed to equality, diversity and inclusion and to making orienteering welcoming, accessible and enjoyable for everyone.

We will promote a culture in which people are treated fairly, with dignity and respect, and have genuine opportunities to participate, contribute and progress.

## Scope

This policy applies to everyone involved in British Orienteering, including Board members, employees, workers, volunteers, members, participants, children and young people, adults at risk, officials, coaches, spectators, and applicants for employment or voluntary roles.

We encourage affiliated associations, clubs, partners and providers acting on our behalf to adopt and demonstrate the same commitment.

## Our principles

British Orienteering will:

- comply with the Equality Act 2010 and other applicable equality legislation throughout the United Kingdom;
- not tolerate unlawful discrimination, harassment, bullying or victimisation;
- work to identify and remove unnecessary barriers to participation, employment, volunteering, leadership and progression;
- seek to understand and address under-representation and disadvantage;
- make reasonable adjustments where required;
- take account of equality and inclusion when developing policies, services, communications, competitions and programmes;
- listen to people's experiences and use appropriate evidence to improve our practice; and

- promote these principles throughout orienteering.

Nothing in this policy prevents British Orienteering from applying lawful, proportionate and evidence-based rules or policies where these are necessary for fair and safe participation in sport.

## Delivery

The priorities, actions, responsibilities, measures and timescales through which British Orienteering will deliver this policy are set out in the Board approved British Orienteering Diversity and Inclusion Action Plan, October 2025 ("the DIAP"), as updated from time to time.

The DIAP should be read alongside this policy and will be made publicly available on the British Orienteering website.

## Responsibilities and oversight

The Board is accountable for British Orienteering's commitment to equality and inclusion and for maintaining appropriate oversight of the DIAP.

The Chief Executive is responsible for implementation of this policy and for ensuring that progress against the DIAP is monitored and reported to the Board.

Everyone within the scope of this policy is expected to support its principles and behave in a way that promotes equality, dignity, respect and inclusion.

## Concerns and complaints

Concerns about discrimination, harassment, bullying or victimisation will be taken seriously and handled fairly and promptly under the applicable British Orienteering complaints, disciplinary, safeguarding or employment procedures.

Where a concern involves the welfare or safety of a child, young person or adult at risk, it must be reported and managed under the relevant British Orienteering safeguarding policy and procedures.

Conduct contrary to this policy may result in disciplinary or other appropriate action.

## Monitoring and review

The Board will review this policy periodically and whenever there is a significant change in relevant legislation, regulation or organisational requirements.

The Board will review the DIAP and progress against its actions at least annually. An appropriate progress update will be published on the British Orienteering website.