



Pentathlon GB North Equity Policy

The club committee has the overall responsibility for the implementation of the Pentathlon GB North Equity Policy throughout the Pentathlon GB North, supported by the committee. All members of the Pentathlon GB North have the responsibility to act in accordance with the Pentathlon GB North Equity Policy.

1. Sports Equity

- 1.1 Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them.
- 1.2 Sports equity is about changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society whatever their age, gender, ability, ethnic origin, religious origin, religious belief, social status and sexual orientation.
- 1.3 Sports equity is about making sure that everyone can realise their talent and fulfil their potential.
- 1.4 Sports equity is about using the power of sport to engage, unite and motivate people, promote social inclusion and improve health.
- 1.5 Sports equity is about individuals' responsibility to challenge discriminatory practice and promote inclusion.

2. Policy Statement

Pentathlon GB North aims to ensure that Modern Pentathlon is made accessible to all irrespective of age, gender, ability, ethnic origin, religious belief, social status and sexual orientation.

3. Policy Purpose

- 3.1 This policy has been produced to set minimum standards within Pentathlon GB North in regard to any discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against its members and visitors.
- 3.2 Pentathlon GB North will continue to ensure all present, potential and future members receive fair and equal treatment through its personnel policies and practice. Furthermore if any member practices direct discrimination, they will be liable to disciplinary action by the club. Pentathlon GB North ensures that in its provision and delivery of services and activities, individuals will not be disadvantaged through the imposition of conditions and/or requirements that cannot be fully justified.

4. Discrimination, Harassment and Victimisation

- 4.1 *Direct discrimination:* This means treating someone less favourably than you would treat others in the same circumstances.
- 4.2 *Indirect discrimination:* Where conditions or requirements are imposed that on the face of things, apply equally to all but in practice, can only be met by certain sections of the population.



4.3 *Harassment*: Is described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be directed towards people because of their gender, race, colour, ethnic origin, nationality, age, sexual preference, a disability or some other characteristic. Pentathlon GB North is committed to ensuring that its members, participants and volunteers and visitors are able to conduct their activities free from harassment or intimidation.

4.4 *Conduct*: Pentathlon GB North regards any form of discrimination or harassment as outlined above as gross misconduct and any member who so discriminates against any other person shall be liable to appropriate disciplinary action.

5. Policy Actions

Pentathlon GB North will produce an Equity action plan that will address the purpose of the policy through the:

5.1 Development of awareness of sports equity between all coaches, club administrators, volunteers and members.

5.2 Promotion of non-discriminatory behaviour by all members.

5.3 Establishment of innovative schemes to encourage priority groups into sport where appropriate.

5.4 Adoption of a charging policy that is affordable to all potential participants.

5.5 Offering of training opportunities throughout Pentathlon GB North in sports equity.

5.6 Provision of equity information to all members and the use of local, regional and national awareness campaigns.

5.7 Continued contact with local, regional and national Equity organisations when appropriate.

6. Legal framework

Pentathlon GB North recognises its legal obligations to employees, members and visitors under the following acts and future amendments:

- Equal Pay act (amended 1983)
- Sex Discrimination Act 1975
- Race Relations Act and Race relations (Amendment) Act 2000
- Disability Discrimination Act 1995 and subsequent amendments
- Protection from Harassment Act 1997
- Human Rights Act 1998
- Employment Act 2000
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion or Belief) Regulations 2003
- Gender Recognition Act 2004
- Equality Act 2006
- Employment Equality (Age) Regulations 2006

6.1 To safeguard individual rights under the policy, any member who believes he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate grievance procedures.



6.2 An individual may raise any grievance and no member will be penalised for doing so unless it's untrue and not made in good faith.

7. Policy Communication

Pentathlon GB North Equity Policy will be communicated through the following methods:

7.1 A copy of the equity statement will be placed on the club notice board.

7.2 A copy of the Equity policy will be available for all coaches, volunteers and members.

8. Policy Monitoring

Pentathlon GB North Equity Policy will be reviewed on an annual basis through the Clubmark accreditation Annual Health Check.