



EQUALITY POLICY STATEMENT

Introduction

1. Pentathlon GB is committed to the principles of equality of opportunity. It is responsible for ensuring that no job applicants, employees, workers, office holders, volunteers, participants or members ('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 ('the Protected Characteristics').
2. Pentathlon GB recognises that we live in a diverse society and will ensure that all Stakeholders are given the same opportunities regardless of background.
3. Pentathlon GB will encourage partner organisations, including member clubs, affiliated associations, suppliers, sponsors and customers, to adopt and demonstrate their commitment to the principles and practice in this policy.

Purpose of the Policy

4. This policy has been produced to prevent unlawful discrimination or other unfair treatment, intentional or unintentional, direct or indirect, against Stakeholders that may preclude them from participating fully in Modern Pentathlon, including its constituent elements.

Discrimination, Harassment, Bullying and Victimisation

5. The following are considered unlawful discrimination:
 - a. **Direct Discrimination:** Treating someone less favourably than you would treat others because of a Protected Characteristic.
 - b. **Indirect Discrimination:** Applying a provision, criterion or practice which, on the face of it, applies equally to all but which, in practice can disadvantage individuals with a particular Protected Characteristic. Such requirements or conditions are lawful only if they can be objectively justified.
 - c. **Harassment:** Engaging in unwanted conduct relating to a relevant Protected Characteristic or unwanted conduct where the conduct has the purpose or effect of violating the recipient's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient, or any other individual affected by such conduct. Pentathlon GB is committed to ensuring that its Stakeholders are able to conduct their activities free from harassment.
 - d. **Bullying:** The misuse of power or position (i) to criticise persistently or (ii) to humiliate and undermine an individual's confidence.

- e. **Victimisation:** Subjecting someone to a detriment because he or she has in good faith taken action under the Equality Act 2010 (or equivalent legislation) by bringing proceedings, giving evidence or information in relation to proceedings, making an allegation that a person has contravened the Equality Act 2010 (or equivalent legislation) or doing anything else in connection with the Equality Act 2010 (or equivalent legislation).
6. Pentathlon GB regards discrimination, harassment, bullying or victimisation as serious misconduct. All complaints will be taken seriously and appropriate measures including disciplinary action may be brought against any Stakeholder who unlawfully discriminates against, harasses, bullies or victimises any other person.

Legal Responsibilities

7. Pentathlon GB is required by law not to discriminate unlawfully against its Stakeholders and recognises its legal obligations under, and will abide by the requirements of, the Equality Act 2010, and equivalent legislation in any UK jurisdiction and later amendments to such legislation or subsequent equality related legislation applying to Pentathlon GB.

Reasonable Adjustments

8. Pentathlon GB recognises that it has a duty to make reasonable adjustments for disabled persons. Pentathlon GB will consider all requests for adjustment and where possible will accommodate reasonable requests and will work with disabled Stakeholders to implement any adjustments that will enable them to participate more fully in sports-related activities.

Transgender Athletes

9. Pentathlon GB considers that the disciplines of Modern Pentathlon are gender affected sports under the Equality Act 2010 and refers any transgender athlete to its policy relating to participation by transgender persons.

Responsibility, Implementation and Communication

10. The following responsibilities apply:
 - a. The Board of Pentathlon GB is responsible for ensuring that this policy is implemented, followed, and reviewed as appropriate. The Board is responsible for ensuring that this policy is enforced and any breaches are dealt with appropriately.
 - b. The Chief Executive Officer will ensure that equality is included as an agenda item at Board meetings when appropriate and that the Board takes equality issues into consideration when making decisions.
 - c. The Chief Executive Officer has responsibility for the practical implementation of this policy.
 - d. A member of staff will be designated as the Equality Officer by the Chief Executive Officer, and will have overall day-to-day responsibility for the implementation of this

policy and for achieving equality related actions resulting from it. The Equality Officer's work programme will be amended to reflect this.

- e. All Stakeholders have the responsibility to respect, follow and promote the spirit and intentions of this policy.

Disciplinary and Grievance Procedures

- 11. An employee, volunteer or member who believes he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate procedure.
- 12. Pentathlon GB regards discrimination as described above as serious misconduct. Appropriate disciplinary action will be taken against any employee, volunteer or member who violates this policy.
- 13. No one will be penalised for raising a complaint unless it is untrue and not made in good faith.
- 14. A complaint under this policy should be made in writing with supporting details to the Chief Executive Officer. If the matter is not satisfactorily resolved, it will be addressed depending on the circumstances by the Complaint Rules or the Disciplinary and Grievance procedures in the Pentathlon GB Employee Handbook.

Monitoring and Evaluation

- 15. Pentathlon GB will monitor and evaluate the effectiveness of this policy and the Equality Action Plan annually and will review the policy as and when required, but not less than once every three years.

Approved August 2012