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Tri Surrey Triathlon Club – Equality and Diversity Policy

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1. Introduction

This is the equality and diversity policy statement of Tri Surrey Triathlon Club (Tri Surrey). Tri Surrey is committed to the principle of equality of opportunity and aims to ensure that all present and potential members, coaches, volunteers and other supporters are treated fairly and are able to fulfil their potential within the sport.

Our equality and diversity policy is built upon the following values:

- We are people centred
- We are ambitious
- We are inclusive
- We do what is right

We want to promote a club and sport which is free from discrimination, harassment and prejudice and is truly representative of all sections of society. We are also committed to eliminating all forms of unlawful discrimination, whether or not covered by current law, of our present and potential members, coaches, volunteers and other supporters.

2. Legislation and Definitions

The Equality Act 2010 is the main, overarching anti-discrimination law which we are required to follow and abide by to help ensure that equality of opportunity is promoted across all groups and that diversity is at the heart of all that we do.

Tri Surrey has chosen to adopt British Triathlon definitions in relation to Equality and Diversity. British Triathlon defines Equality and Diversity as:

Equality: Treating everyone with fairness and respect and recognising and responding to the needs of individuals. Taking positive actions to address existing disadvantages and barriers affecting how people engage with and participate in triathlon.

Diversity: Acknowledging and celebrating the differences between groups of people and between individuals.

The following characteristics are protected characteristics and it is against the law to discriminate against anyone because these:

- age
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion or belief (including no religion)
- sex
- sexual orientation

You are protected from discrimination:

- at work
- in education
- as a consumer
- when using public services
- when buying or renting property
- as a member or guest of a private club or association

You are legally protected from discrimination by the Equality Act 2010.

You are also protected from discrimination if:

- you are associated with someone who has a protected characteristic, for example a family member or friend
- you have complained about discrimination or supported someone else's claim

Discrimination can come in one of the following forms:

Direct discrimination - is deliberately treating an individual less favourably than another person because of a protected characteristic.

Indirect discrimination - putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair disadvantage.

Harassment - unwanted behaviour linked to a protected characteristic that violates an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual or creates an intimidating, hostile, degrading, humiliating or offensive environment. The

focus is on the perception of the complainant not the intent of the perpetrator. Employees can complain of behaviour they find offensive even if it is not directed at them.

Victimisation - treating someone unfairly because they have complained about discrimination or harassment.

Discrimination by association - discrimination against someone because they are associated with another person who possesses a protected characteristic.

Discrimination by perception – discrimination against someone because of the belief that someone possesses a protected characteristic.

3. Policy Purpose

The policy's purpose is to:

- address and prevent any unlawful discrimination or other unfair treatment, whether intentional or unintentional, direct, or indirect, that may prevent anyone from participating fully in any aspect of triathlon;
- provide equality, fairness, and respect for all those involved in the running of the club in any capacity and also to our members, coaches, and officials;
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and gender identity and sexual orientation;
- ensure that no sections of the community are denied the opportunity to participate and make progress in the sport of triathlon.

4. Commitments

Tri Surrey will:

- Take positive actions as a club to promote a change in attitudes and perceptions and to improve opportunities for everyone to participate in triathlon.
- Actively identify and reduce barriers to participation for under-represented groups.
- Consult with expert partners and other organisations to facilitate inclusive practices and remove barriers to participation.
- Ensure under-represented groups are given the opportunity to participate in all aspects of triathlon.
- Provide opportunities for all in coaching, officiating and leadership positions.
- Consult with relevant groups and individuals about their needs and requirements.
- Demonstrate that every effort has been made to enable everyone to participate and that inclusion has been the priority.
- Encourage people to contact us to discuss their needs and requirements to facilitate inclusion.

The club commits to:

- Ensure that our membership, committee recruitment, training and development policies, procedures and practices comply with this policy and do not discriminate intentionally or unintentionally against any group or individual.
- Encourage equality and diversity in the club
- Demonstrate a strong commitment to progressing towards achieving greater diversity generally on its committee, including, but not limited to, Black, Asian, minority ethnic (BAME) diversity, and disability.
- To create a culture where all present and potential participants, members, coaches, competitors, officials, volunteers, spectators, and employees feel comfortable raising concerns of any forms of discrimination and that action and support will be provided in line with this policy.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by volunteers, members, suppliers, visitors, the public and any others in the course of the organisation's activities.
- Ensure that committee members and coaches undergo appropriate equality training for their role
- Create a sporting environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all members and volunteers are recognised and valued.
- Monitor the make-up of the Tri Surrey community regarding information such as age, disability, gender

5. Reporting and Responsibilities

To safeguard individual rights under this Policy any party within the triathlon community who believes they have suffered any form of discrimination or inequitable treatment may report the matter, anonymously if necessary, to either the club safeguarding officer (contact details can be found at www.trisurrey.com) or to British Triathlon (governing body) via concerns@britishtriathlon.org. Breaches of this policy will be dealt with by Tri Surrey in line with the Tri Surrey Grievance and Disciplinary Policy, and by British Triathlon in line with the British Triathlon Disciplinary Regulations, and appropriate disciplinary action taken.

Tri Surrey is committed to ensuring that individuals feel able to raise any grievance and no party will be penalised for doing so unless it is untrue and not made in good faith.

All members, coaches, volunteers and other supporters have a responsibility for upholding this policy.

This Equality Policy will remain in place until it is amended, replaced, or withdrawn.