



EQUITY, DIVERSITY, and INCLUSION POLICY

Tewkesbury Triathlon Club (the Club) is committed to the principle of equity of opportunity and aims to ensure that all present and potential members, coaches, competitors, officials, volunteers, spectators, and committee members are treated fairly and can fulfil their potential within the sport.

Our Equity and Diversity Policy is built upon the aims and objectives of our constitution:

- To offer coaching, training, and competitive multisport opportunities in triathlon.
- To promote the club within the wider local community and the sport of triathlon.
- To provide all its services in a way that is fair and inclusive to all club members.
- To ensure that all present and future members receive fair and equal treatment.
- To recognise, respect and support as far as possible the differing needs and goals of members.

We want to become the most inclusive club we can be by promoting a sport which is free from discrimination, harassment and prejudice, whether or not covered by current law, and is truly representative of all sections of society. We will do this by identifying and removing the barriers to inclusion both within our club and triathlon in general and work with members, the committee, the coaches and third parties to remove them.

To demonstrate our commitment, we have, and will continue to appoint an Inclusion Officer onto the Committee. They will be responsible for the delivery of our policy and of the agreed Inclusion objectives.

Legislation

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

We define Equity and Diversity as;

Equity: recognising that we do not all start from the same place and acknowledging and making adjustments to imbalances. The process is ongoing and requires us to take positive actions to address existing disadvantages and barriers affecting how people engage with and participate in the Club and triathlon in general.

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 of 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 as a member of the Club.

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

The Club will:

- Take positive actions as an organisation to promote a change in attitudes and perceptions and to improve opportunities for everyone to participate in Club activities and 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.
- Ensure that our policies, procedures and practices comply with this policy and do not discriminate intentionally or unintentionally against any group or individual.
- Monitor our membership processes in terms of the nine protected characteristics and take action to address any inequalities.
- Create a culture where all present and potential members, coaches, competitors, officials, volunteers, spectators, and committee members 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 present and potential members, coaches, competitors, officials, volunteers, spectators, and committee members.

- Ensure that we identify and offer appropriate equality training for coaches and committee members.

Reporting - Club

The Club takes a zero-tolerance stance for any kind of discriminatory language or behaviour.

To safeguard individual rights under this Policy any member who believes they have suffered any form of discrimination or inequitable treatment may report the matter, anonymously if necessary to the Club Welfare or Inclusion Officers:

Email: Tewkesbury.tri.welfare@gmail.com

Email: Tewkesbury.tri.inclusion@gmail.com

Reporting – Governing Body (BTF)

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 by the Club may report the matter, anonymously if necessary to our governing body, BTF, via concerns@britishtriathlon.org.

Breaches of this policy by any party within the triathlon community will be dealt with in line with the British Triathlon Disciplinary Regulations and appropriate disciplinary action taken.

British Triathlon is committed to ensuring that individuals feel able to raise any grievance and no party within the triathlon community will be penalised for doing so unless it is untrue and not made in good faith.

Monitoring and Evaluation

Overall accountability for compliance with this Equity & Diversity Policy sits with the Chair of the Committee and the Inclusion Officer. All members and coaches also have a responsibility for upholding the policy.

This policy will be reviewed every two years, unless any proposal to the committee, or legislation change, requires an interim review and/or amendment.

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