

## SCDA EQUALITY POLICY

### **Policy Statement**

SCDA endorses the principle of sports equality and will strive to ensure that everyone who wishes to be involved in horse driving trials, whether as athlete, groom, spectator, judge, steward, coach, official or any other participants within SCDA:

- has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, ethnic origin, nationality or sexual orientation (Referred to as 'Protected Characteristics' under the Equality Act 2010); and
- can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to enjoy their sport without the threat of intimidation, victimisation, harassment or abuse.

### **Legal obligations**

SCDA is committed to avoid and eliminate unfair discrimination of any kind in horse driving trials and will under no circumstances condone unlawful discriminatory practices. The organisation takes a zero-tolerance approach to harassment. Examples of the relevant legislation and the behaviours in question are given in the Appendix. (See [https://www.britishcarriagedriving.co.uk/contacts/equality\\_policy.pdf](https://www.britishcarriagedriving.co.uk/contacts/equality_policy.pdf))

### **Positive action**

The principle of Sports Equality goes further than simply complying with legislation. It entails taking positive steps to counteract the effects of physical or cultural barriers – whether real or perceived – that restrict the opportunity for all sections of the community to participate equally and fully.

SCDA will therefore seek to institute, support or contribute to appropriate measures or initiatives that enable access to horse driving trials and participation in associated activities by people from any group that is under-represented in the sport or has difficulty accessing it.

### **Implementation**

The following steps will be taken to publicise this policy and promote sports equality in horse driving trials:

- A copy of this document will be published on the SCDA website.
- The Chair of SCDA will take overall responsibility for ensuring that the policy is observed.
- The Directors' of SCDA will appoint a director with specific responsibility for equality and diversity issues who will report to the Directors at each Directors' meeting.
- The Directors' of SCDA will take full account of the policy in arriving at all decisions in relation to activities of SCDA.
- SCDA will collaborate fully with any surveys or other initiatives designed to assess the level of participation of different sections of the community in horse driving trials and will take account of the findings in developing measures to promote and enhance sports equality in horse driving trials.
- SCDA will provide access to training for all of its Directors to raise awareness of both collective and individual responsibilities. All coaches and trainers used by SCDA will be equality and diversity trained.
- It will be a condition of membership of SCDA that all members
  - commit to act in accordance with this policy; and
  - support such measures and initiatives that SCDA may institute or take part in to advance the aims of this policy.

### **Responsibility, Monitoring and Evaluation**

The Directors of SCDA will be responsible for ensuring the implementation of this policy.

The Directors will review all SCDA activities and initiatives against the aims of the policy on an ongoing basis, and the Director with responsibility for equality and diversity issues will report formally on this issue at each Directors meeting.

The Directors of SCDA or the director with responsibility for equality and diversity, will review any measures or initiatives that SCDA may institute or take part in to promote and enhance sports equality in our sport, and will report its findings formally to the AGM.

The Directors of SCDA will review the policy itself at intervals of no more than three years (or when necessary due to changes in legislation) and will report with recommendations to the AGM.

### **Complaints and compliance**

SCDA regards all of the forms of discriminatory behaviour, including (but not limited to) behaviour described in the Appendix as unacceptable, and is concerned to ensure that individuals feel able to raise any bona fide grievance or complaint related to such behaviour without fear of being penalised for doing so.

Appropriate disciplinary action will be taken against any, member or volunteer who violates the SCDA Equality Policy.

Any person who believes that he or she has been treated in a way that they consider to be in breach of this policy by any member of SCDA, should first complain to that person. If this does not resolve the matter, or in the case of allegations of discriminatory behaviour against SCDA itself, the person may raise the matter by writing directly to the Chair. Contact details are available through the SCDA website.

The Chair will investigate the complaint personally or appoint a disciplinary committee in accordance with the procedure set out in the BC rule book to do so. The investigation will be conducted impartially, confidentially, and without avoidable delay. Any person or organisation against whom a complaint has been made will be informed of what is alleged and given the opportunity to present their side of the matter.

The outcome of the investigation will be notified to the parties in writing and reported to the SCDA Directors. Where the violation of the Equality Policy by way of harassment, victimisation or discrimination amount to a criminal offence, the appropriate authority will be informed.

In the event that an individual or organisation associated with SCDA is subject to allegations of unlawful discrimination in a court or tribunal, the Directors of SCDA will co-operate fully with any investigation carried out by the relevant lawful authorities and, subject to the outcome, may consider taking action as above in relation to the matter concerned.