



1485 Triathlon Club – Inclusion & Diversity Policy

Policy Statement

The 1485 Triathlon Club is committed to the principle of equality of opportunity and aims to ensure that all present and potential participants, members, coaches, competitors, officials, volunteers, spectators are treated fairly and can fulfil their potential within sport.

The Club wants to promote diversity, inclusion, and equal opportunities, promote a sport which is free from discrimination, harassment and prejudice and is truly representative of all sections of society.

The 1485 Triathlon Club is also committed to eliminating all forms of unlawful discrimination, whether or not covered by current law, of our present and potential participants, members, coaches, competitors, officials, volunteers, and spectators.

Our internal policies and procedures will aim to consider the impact on people who share protected characteristics and will demonstrate the Club is working to increase the diversity of people participating in sport.

The 1485 Triathlon Club Inclusion & Diversity Policy applies to and is mandatory for everyone involved in the Club. Failure to comply with this policy will be addressed without delay in line with the Club's disciplinary procedures and may ultimately result in dismissal or exclusion from the Club.

Guiding Principles

In order to achieve its aim, the Club will:

- Base its approach to inclusion and diversity in line with the Equality Act 2010. As such, the Club uses the following definitions against which to set its standards and to assess behaviour:
 - Equality – treating everyone with fairness and respect, 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, swimming, running, and cycling.

- Diversity – acknowledging and celebrating the differences between groups of people and between individuals.
- Protected characteristics: age, gender reassignment, marriage or civil partnership, pregnancy or maternity leave, disability, race (including colour, nationality, ethnic or national origin), religion or belief (including no religion), sex and sexual orientation.
- Direct discrimination: deliberately treating an individual less favourable 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 advantage.
- 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 that creates such an environment, with the focus being on the perception of the complainant not the intent of the perpetrator.
- 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.

Inclusion & Diversity Guidelines

All Members agree to abide by the below inclusion & diversity guidelines to which the Club commits:

- Ensure that our policies, procedures, and practices comply with this policy and do not discriminate intentionally or unintentionally against any group or individual.
- Review our processes to an agreed timeframe in terms of the protected characteristics and take action to address any inequalities.
- Encourage equality and diversity in the sport.

- Demonstrate a strong and public commitment to progressing towards achieving gender parity and greater diversity generally within the 1485 Triathlon Club.
- To create a culture where all present and potential participants, 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 discrimination by fellow Committee members, Members, suppliers, visitors, the public and any others in the course of the Club's activities.
- Ensure that where appropriate Members receive equality training for their role.
- Create a working and 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 Committee members and Volunteers are recognised and valued.
- Ensuring that 1485 Triathlon Club Members are treated fairly and that individuals are judged solely on merit.
- Ensure everyone is aware of our Inclusion & Diversity Policy and understand their personal responsibilities to respect and act in accordance with the policy and thereby support and promote the spirit and intentions of this policy.
- Address any issues and take positive action to tackle under representation.

Reporting

To safeguard individual rights under this Policy, any party associated with the Club in any capacity and who believes they have suffered any form of discrimination or inequitable treatment may report the matter, anonymously, to a member of the Club Committee or the Welfare Officer.

Breaches of this policy by any Club Member will be dealt with in line with the relevant 1485 Triathlon Club disciplinary procedures

The 1485 Triathlon Club is committed to ensuring that individuals feel able to raise any grievance and no party associated with the Club in any capacity will be penalised for doing so unless it is untrue and not made in good faith.

Version Control

The 1485 Triathlon Club Inclusion & Diversity Policy will be kept under periodic review but not less than once every three years or sooner if there are changes to changes to legislation and good practice.

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