

1. Introduction

British Ski and Snowboard (BSS) confirms that it operates an Equality Policy with regard to all of its operations including employment, volunteering, selection of athletes and management of its staff, teams and squads.

In committing itself to the above BSS undertakes to adhere to the guidelines contained within this document.

2. Policy Objectives

BSS is fully committed to the principles of equality of opportunity and is responsible for ensuring that no job applicants, employees, workers, office holders, volunteers, participants or members (together "Stakeholders") are unlawfully discriminated against because of age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (together the "Protected Characteristics").

In addition BSS recognises that we live in a diverse society and will endeavour to ensure that all Stakeholders are given the same opportunities regardless of their socio-economic backgrounds.

BSS will encourage partner organisations, including member clubs, affiliated associations, suppliers, sponsors and customers, to adopt and demonstrate their commitment to the principles and practice of equality as set out in this Equality Policy.

3. Purpose of the Policy

BSS recognises that individuals (and/or certain groups in our society who share one or more Protected Characteristics) may not have been able to participate equally and fully in sports related activities in the past. In some instances this may have been as a result of unlawful discrimination.

This Policy has been produced to try to prevent and address any unlawful discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against Stakeholders that may preclude them from participating fully in Snowsports.

4. Legal Requirements

BSS is required by law not to unlawfully discriminate against its Stakeholders and recognises its legal obligations under, and will abide by the requirements of, the Equality Act 2010, and any equivalent legislation (as amended) in any UK jurisdiction, Jersey, Guernsey or the Isle of Man and any later amendments to such legislation or subsequent equality related legislation that may be relevant to BSS.

BSS will seek advice each time this Policy is reviewed to ensure it continues to reflect the current legal framework and good practice.

5. Discrimination, harassment, bullying and victimisation

BSS recognises the following as being unacceptable:

5.1. Unlawful discrimination which can take the following forms:

Direct Discrimination: treating someone less favourably than you would treat others because of a Protected Characteristic.

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.

5.2. *Harassment:* engaging in unwanted conduct relating to a relevant Protected Characteristic or unwanted conduct of a sexual nature 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. BSS is committed to ensuring that its Stakeholders are able to conduct their activities free from harassment.

5.3. *Bullying:* the misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence.

5.4. *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 any other thing for the purpose of or in connection with the Equality Act 2010 (or any equivalent legislation).

5.5. BSS regards discrimination, harassment, bullying or victimisation, as described above, 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.

6. Reasonable Adjustments

When any decision is made about an individual, the only personal characteristics that may be taken into account are those that are consistent with any relevant legislation and are relevant to the substance of the decision being made.

BSS recognises that it has a duty to make reasonable adjustments for disabled persons. BSS will consider all requests for adjustments 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.

7. Transgender Athletes

BSS considers that Snowsports are gender affected sports under the Equality Act 2010. No policy in relation to participation by transgender athletes currently is in place. However, any transgender athlete looking to participate in International Snowsports is requested to contact the Chief Executive who will work with the transgender athlete to formulate a policy. Any such request will be dealt with in the strictest confidence.

8. Responsibility, implementation and communication

The following responsibilities will apply:

- 8.1 The Board of BSS is responsible for ensuring that this Equality Policy is implemented, followed, and reviewed when appropriate. The BSS Board is also responsible for ensuring that this Equality Policy is enforced and any breaches are dealt with appropriately.
- 8.2 A member of the Board will be appointed as the "Equality Champion" and 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.
- 8.3 The Chief Executive has the overall responsibility for the implementation of this Equality Policy and will have the overall day-to-day responsibility for the implementation of this Equality Policy and for achieving any equality related actions resulting from it. If required, an internal and/or external equality group will be created to provide additional support.
- 8.4 All Stakeholders have the responsibility to respect, follow and promote the spirit and intentions of this Equality Policy. Individual work programmes for BSS staff will be amended to include equality related tasks where appropriate.

This Equality Policy will be implemented immediately following Board approval. Implementation requires the following actions:

- 8.5 BSS will regularly review its employment practices to ensure continuing compliance with relevant legislation, and where possible good practice. All job packs sent out by BSS will contain a policy statement similar to the following:
"BSS is committed to providing equal opportunities for all and is committed to following best practice in the welfare of young people and vulnerable adults. For further information please consult www.teambss.org.uk"
- 8.6 No applicant for any post (including job applicants, consultant advisers and suppliers) will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unlawful discrimination.
- 8.7 Consultants and advisers (and where appropriate suppliers) to BSS will be required to abide by this Equality Policy and it will be referred to in any service level agreements or contracts issued by BSS.

This Equality Policy will be communicated in the following ways:

- 8.8 The Policy is referred to in the BSS employee handbook (section 9). Reference will be made to this Equality Policy in any code of conduct. This Equality Policy is for guidance only and will not form part of any contract of employment with any employees of BSS;
- 8.9 The Policy will be highlighted in all staff and volunteer inductions;
- 8.10 A copy of this Equality Policy will be publicly available on the BSS website and copies in paper format will also be available from BSS HQ. All members will be made aware of the Policy when they join;
- 8.11 Each time this Policy is reviewed, BSS Stakeholders will be consulted. Following consultation, a notice of the changes being made will be publicly available and a direct communication will be sent to all those who contributed to the consultation process (subject to Data Protection provisions); and
- 8.12 BSS will promote continuing professional development for all employees and volunteers to support equal opportunities within the organisation and, where appropriate, provide specialist facilities, equipment or training.

9. Monitoring and Evaluation

This Equality Policy will remain in force until it is amended, replaced or withdrawn. A review of this Equality Policy will take place as and when required, but not less than once every three years.

The Equality Action Plan, created to ensure the objectives of this Equality Policy are delivered, will be reviewed by the Chief Executive but in any event not less than once every 12 months.

On an annual basis, statistical and, if appropriate qualitative, information will be collected and a report will be produced by the Chief Executive for the Board. Once approved by the Board the report will be published internally and externally, to show the impact of this Equality Policy.

10. Complaints Procedures

To safeguard individual rights under this Equality Policy, any Stakeholder who believes they have suffered inequitable treatment within the scope of this Equality Policy may raise the matter through the appropriate procedure (i.e. the grievance procedure).

Appropriate disciplinary action will be taken against any BSS Stakeholder who violates this Equality Policy under the employee disciplinary procedure or the BSS disciplinary procedure.

An individual raising an employee grievance will not be penalised for doing so unless it is untrue and not made in good faith.

As with all grievance and disciplinary procedures, the final point of appeal relating to this policy is the BSS Judicial committee.