

The British Biathlon Union Equality, Inclusion and Diversity Policy

Statement of Intent

'Valuing diversity, reducing inequality and ensuring all are Athletes, Staff and Members are treated with dignity and respect are fundamental to the British Biathlon Union (BBU). We are also firmly committed to developing and supporting access into our sport at every level'

Elizabeth Winfield, CEO British Biathlon

We have a focused, agile, and appropriately skilled team to support the delivery of the BBU objectives and initiatives to enabling all to access the the unique sport of Biathlon. We are committed to building an environment that celebrates diversity and tackles all forms of discrimination. We will promote equality of opportunity, working to be a role model on equality issues.

The commitment outlined in this policy covers all aspects of the organisation and it is expected that all will adhere to the principles of this policy. Everyone involved in the BBU plays a part in making sure all aspects of our work are inclusive and welcoming of everyone.

The BBU is committed to;

- Ensuring that all people irrespective of their protected characteristics of age, disability, colour, race, ethnic origin, gender, gender identity, gender expression, marital or civil partnership status, pregnancy, nationality, religion or sexual orientation have a genuine and equal opportunity to participate in BBU activities.
- the elimination of unlawful and unfair discrimination, and values the differences that a diverse Team brings to the BBU.

Aim

This policy has been produced with the aim to prevent and address any unlawful discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect. The BBU shall uphold its internal values of commitment, determination, passion, integrity and sportsmanship.

Policy

The implementation of this policy and completion of the action areas will be the responsibility of the Board and Chief Executive who will involve staff at all levels. It is the responsibility of everyone involved in the BBU to ensure the principles of the Equality and Diversity Policy are understood and implemented.

The BBU takes all claims of inappropriate behaviour, bullying, harassment and/or discrimination, whether direct or indirect by anyone involved with the BBU seriously. These

claims will be dealt with through the Grievance and Discipline Policy. Discrimination can take many forms including verbal, physical and online abuse. It is necessary for people to be aware of the different types of discrimination and the impact their actions have on others;

- Direct discrimination is where a person is treated less favourably than another person because of a protected characteristic.
- Discrimination by association is direct discrimination against someone because they are associated with another person who possesses a protected characteristic
- Discrimination by perception is direct discrimination against someone because the other person thinks they possess a particular protected characteristic
- Indirect discrimination occurs where a provision, criterion or practice is applied such that it would be to the detriment of a considerably larger proportion of the relevant group to which the individual belongs than to others. This would not be objectively justifiable and would be to the individual's detriment.
- Harassment is defined as unwanted conduct that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for that person, even if this effect was not intended by the person responsible for the conduct. Employees can now complain of behaviour they find offensive even if it is not directed at them.
- Victimisation is considered to take place where someone is treated less favourably than others because they have alleged or supported a complaint or grievance or have given evidence in relation to a complaint.
- Bullying may be defined as behaviour which is offensive, intimidating, malicious, insulting or an abuse of power through means intended to undermine, humiliate, denigrate or injure.

All complaints will be taken seriously and appropriate measures including disciplinary action may be brought against any individual who unlawfully discriminates against, harasses, bullies or victimises any other person.

Expectations as an Staff Member within the BBU will:

Create an environment where equality and diversity is valued, dignity and respect is promoted and all forms of discrimination and inappropriate behaviour are challenged and dealt with through the appropriate disciplinary channels;

Continue to lead by example in the development, treatment and consideration of its employees and volunteers and their diverse needs;



Operate an open and fair recruitment and selection process and encourage applications from all groups in the community;

Ensure selection for employment, promotion, training or other benefits will be on the basis of aptitude and eliminate the likelihood of bias;

- Empower our staff and ensure that the pathways into leadership positions are open to all
- Require all existing and new employees and volunteers to attend regular equality and diversity training and provide additional and appropriate training and guidance to employees and volunteers in fulfilling their role and responsibilities;
- Provide training to managers to enable them to recognise and challenge unlawful practices and deal effectively with complaints of bullying and harassment;
- Deter discrimination by making it clear that it is unacceptable and will be treated as a serious disciplinary offence;
- Investigate complaints of discrimination on any grounds in line with BBU's Grievance and Disciplinary Policy; and
- Regularly review policies and procedures to ensure they are in line with best practice and all legal requirements.

As an Organisation the BBU:

Aims to create an environment in which everyone is respected and valued for the diversity and individuality they bring;

Will not tolerate or allow to go unchallenged any form of discrimination, harassment and bullying by any individual towards other individuals whilst engaged in any BBU activities;

Fully support employees who speak out about discriminatory behaviour they have witnessed or experienced through reporting.

The BBU expects everyone involved in activity connected to the BBU to:

Fully adopt and embrace the ethos of equity and diversity as outlined in this policy;

Be respectful of all others and not discriminate, bully, harass or victimise anyone;

Respect individual difference based on any characteristic;

Where necessary explain the policy and its implications to others;

Be role models for everyone involved in BBU activities;

Challenge, where appropriate, and report all forms of discrimination, bullying, harassment and victimisation to BBU by emailing safeguarding@britishbiathlon.com and



Assist the BBU in any investigation and provide accurate unbiased information. Breach of Policy as stated throughout this policy, the BBU takes seriously all cases of harassment, bullying, discriminations and victimisation.

Any individual may raise a complaint and no employee or member will be penalised for doing so unless it is without foundation and not made in good faith. Please refer to the BBU Whistleblowing Policy.