Equality and Inclusion Policy

Reviewed: October 2006

BRITISH ORIENTEERING: EQUALITY & INCLUSION POLICY

Objectives

- To make orienteering an activity that is open to anyone who wishes to take part in whatever capacity
- To provide the framework for everyone to enjoy orienteering, in whatever role the individual desires
- To ensure that the services offered by British Orienteering, including training schemes, are accessible to all, whether under-represented in the past or not

Policy

British Orienteering is committed to treating all people fairly and providing equality of opportunity. British Orienteering aims to ensure that all people irrespective of age, gender, ability, race, religion, ethnic origin, creed, colour, social status or sexual orientation have a genuine and equal opportunity to participate in orienteering at all levels and in all roles. This includes job applicants, employees, participants, volunteers and spectators. No person will be deliberately placed at a disadvantage.

Implementation

British Orienteering will:

- Promote this policy and commitment to it to all employees, members and volunteers
- Require employees, members and volunteers to respect, act in accordance with, and thereby support and promote the spirit and intentions of this policy
- Ensure there will be open access to all its services
- Eliminate the effects of prejudice against any group by adopting a planned approach to removing barriers which create inequality or discrimination
- Monitor and review British Orienteering's selection criteria and procedures in relation to participation and employment to ensure people are treated solely on the basis of merits and abilities which are appropriate to the position
- Recruit, select, promote and train all personnel working for or on behalf of British Orienteering on the basis of merit & ability and by adapting facilities and equipment where necessary
- Meet its obligation to make training opportunities available to all employees and volunteers
- Make every reasonable effort to prepare, produce and market materials that are produced by British Orienteering appropriate for all persons in respect of language, format and style
- Modify any existing rules and regulations that may inhibit the inclusion of any groups, provided this does not result in the deterioration of equality required by British Orienteering
- Adopt a planned approach to taking positive action towards groups which are currently under-represented in the employees, volunteers, membership, and orienteering in general

British Orienteering will operate with due regard to all relevant legislation[1] or any subsequent amendments or re-enactments thereof.

Monitoring & evaluation

- British Orienteering will regularly monitor and evaluate the policy, practices, procedures and operations and inform employees, members and partners of their impact and of any resulting recommendations
- Council delegates responsibility for implementation of this policy to the Chief Executive and monitoring progress to the Management Committee

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[1] Equal Pay Act 1970; Rehabilitation of Offenders Act 1974; Sex Discrimination Acts 1975, 1986, 1999; The Race Relations Act 1976; Equal Value Amendment Regulations 1983; The Disability Discrimination Act 1995; Human Rights Act 1998, 2000; Employment Protection (Consolidation) Act; Gender Recognition Act 2004

British Orienteering regards discrimination, harassment or victimisation as serious misconduct and likely to bring the sport into disrepute. Thus, any complaint on any of these grounds against employees will be dealt with under the Disciplinary Rules and Procedures. Any complaint on any of these grounds against any other person will be dealt with under Bye-Law 1 of British Orienteering's Articles of Association.