

--	--	--



Knutsford Tri Club

Equality & Diversity Policy

Knutsford Triathlon Club (KTC) is committed to the principle of equal opportunity and aims to ensure that all present and potential participants, members, coaches, competitors, officials, volunteers, spectators are treated fairly and are able to fulfil their potential within the sport. Our Equality and Diversity Policy is built upon the following:

- We are people centred
- We are ambitious
- We are inclusive
- We do what is right

KTC is also committed to eliminating all forms of discrimination.

Our internal policies and procedures consider the impact on people who share protected characteristics. KTC will encourage the diversity of people participating in our sport (members/participants/coaches).

Legislation

The Equality Act 2010 is the main, overarching anti-discrimination law which KTC is required to follow and abide by to help ensure that equality of opportunity is promoted across all groups and that diversity is at the heart of all that we do. KTC defines Equality and Diversity as:

- **Equality** – treating everyone with fairness and respect and 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.
- **Diversity** – acknowledging and celebrating the differences between groups of people and between individuals.

The following characteristics are protected characteristics and it is against the law to discriminate against anyone because of these:

- Age
- Gender reassignment
- Being married or in a civil partnership
- Being pregnant or on maternity leave
- Disability

--	--	--

--	--	--

- Race including colour, nationality, ethnic or national origin
- Religion or belief (including no religion)
- Sex
- Sexual orientation

You are protected from discrimination:

- At work
- In education
- As a consumer
- When using public services
- When buying or renting property
- As a member or guest of a private club or association

You are legally protected from discrimination by the Equality Act 2010. You are also protected from discrimination if:

- You are associated with someone who has a protected characteristic, for example a family member or friend
- You have complained about discrimination or supported someone else's claim

Discrimination can come in one of the following forms:

- **Direct discrimination** – is deliberately treating an individual less favourably 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 disadvantage.
- **Harassment** – unwanted behaviour linked to a protected characteristic that violates an individual's dignity or creating and intimidating, hostile, degrading, humiliating or offensive environment for that individual or creates an intimidating, hostile, degrading, humiliating or offensive environment. The focus is on the perception of the complainant not the intent of the perpetrator. Members can complain of behaviour they find offensive even if it is not directed at them.
- **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.

Reporting

To safeguard individual rights under this Policy any party within the triathlon community who believes they have suffered any form of discrimination or inequitable treatment may report the matter, anonymously to any committee member or the Welfare Officer. Breaches of this policy by any party within the triathlon community will be dealt with in line with KTC Complaints and Disciplinary Policy with appropriate action taken. KTC is committed to ensuring that individuals feel able to raise any grievance and no party within the triathlon community will be penalised for doing so unless it is untrue and not made in good faith.

--	--	--

--	--	--

Knutsford Tri Club

Reviewed: Oct 2022

--	--	--