



# Western Equestrian Society



## Equal Opportunities Policy

### Policy Objective

To ensure no individual is subjected to harassment and to ensure all members, officials, competitors or participants in society activities are treated fairly and equally regardless of sex and sexual orientation or trans gender status, marital status, pregnancy, maternity, age, race, national or ethnic origins, religion, belief and disability.

This policy is based on the Equality Act 2010 to ensure protection from discrimination and promote fair and non-discriminatory activities.

Under the Equality Act 2010 protected characteristics are defined as “age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation”.

### Policy Statement

WES is committed to being an equal opportunities organisation. WES seeks to ensure all individuals feel secure and content during all activities of the Society, free from intimidation and do not feel victimised or subjected to discrimination or harassment.

WES fully supports all the relevant Acts and Statements and will not tolerate discrimination or harassment. Disciplinary action **will** be taken against any member who is found to have acted in a discriminatory manner contrary to this policy and this may result in suspension or loss of membership or another form of disciplinary sanction.

### Statutory Requirement

The policy will be implemented in accordance with the statutory provisions laid down in the Equality Act 2010 and any subsequent amendments.

### Discrimination defined

An overview of the equality legislation:

- **Direct Discrimination**  
Direct discrimination occurs when someone is treated less favourably than another person because of a protected characteristic they have or are thought to have.
- **Indirect Discrimination**  
This occurs when a condition, rule or policy/practice is applied which in theory, is applied to everyone but in practice, intentionally or not, affects adversely more people in one defined group than another who share a protected characteristic.
- **Harassment**  
Harassment is “unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual”.
- Individuals may complain of behaviour that they find offensive even if it is not directed at them and the complainant need not possess the relevant characteristic themselves. Members are also protected from harassment because of perception and association. The intention is irrelevant.

- **Third Party Harassment**

Harassment of individuals by third parties who are not members such as attendees at a WES event should also be investigated and individuals protected. WES Council should be made aware of any incident and take all necessary steps to prevent this happening again.

- **Victimisation**

This occurs when a party is subjected to a detriment, such as being denied an opportunity or a promotion because they made or supported a complaint or raised a grievance under the Equality Act 2010, or because they are suspected of doing so or are about to do so.

- **Associative and Perceptive Discrimination**

This occurs where an individual is directly discriminated against or harassed for association with another individual who has a protected characteristic as defined above or is perceived to have a particular characteristic when in fact they do not have it.

### **Responsibility**

WES Council will have overall responsibility for ensuring this policy is effective.

However, all individuals working for and on behalf of WES have responsibility for the implementation of this policy.

WES expects all individuals representing WES to:

- cooperate with measures introduced to ensure equality of opportunity and prevent discrimination
- treat fellow members with respect and without discrimination or harassment and to raise any concerns regarding inappropriate behaviour with WES Council
- carry out their duties in accordance with this policy.

WES will do all it can to promote good practice in this area but recognises that the Society is a members organisation and does not have the levels of control of an employer.

### **Grievance and discipline**

Any individual who has reason to believe they have been discriminated against or have not received fair treatment should raise their concerns with the Society Chairman. If the substance of the complaint is untrue or the complaint is made in bad faith, for example out of malice, then disciplinary action may be taken.