Equality, Equity, Diversity and Inclusion Policy

Statement of intent

Torquay Alpine Ski Club understands that, under the Equality Act 2010, we have a duty to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality between different groups.
- Foster good relations between different groups.
- Promote mental health and wellbeing.

Our club's overall values are underpinned by our statutory duties under the Equality Act 2010 and by our safeguarding obligations as a Snowsport England affiliated club.

We are dedicated to ensuring that every member receives coaching that offers them the best chance at fulfilling their potential, and to promoting mental wellbeing amongst our members.

We are committed to supporting and celebrating all members' individual identities. We have developed this policy to provide a clear framework for how we will achieve our club's aims.

To achieve our aims, we will adopt the following methods:

- Embedding equality within coaching and resources
- Using key data indicators to understand the needs and characteristics of our club
- Promoting community cohesion
- Promoting parental engagement
- Investing in regular training for coaches
- Using key data, such as measures of wellbeing, to monitor the progress of members with protected characteristics
- Regularly reviewing our policy to ensure it reflects current trends and issues

Roles and responsibilities

The committee will:

- Be responsible for ensuring the club complies with the appropriate equality legislation and regulations.
- Take all reasonable steps to ensure members and potential members will not be discriminated against, harassed or victimised in relation to: Admissions; the way the club provides coaching for members; how members are provided with access to benefits, facilities and services; the exclusion of a member or subjecting them to any other detriment.
- Ensure all policies are developed and implemented with appropriate equality impact assessments informing future plans

The committee, coaches and volunteers will:

- Implement and champion this policy, ensuring that all members apply its guidelines fairly in all situations.
- Ensure the committee, coaches and volunteers are aware of their responsibilities, as well as to develop their skills and knowledge.
- Review and amend this policy, taking into account new legislation and government guidance, and previously reported incidents, in order to improve procedures.
- Ensure that appropriate support is made available for members who require interventions
- Be alert to the possible harassment of members and deal with incidents of harassment and/or discrimination as the highest priority.
- Carry out their statutory duties relating to equal opportunities and inclusivity, and pertaining to their specific roles.
- Have due regard to the sensitivities of all members, and not provide material that may cause offence.
- Act as a role model for equality, diversity and inclusion across the whole club

Protected characteristics

The club will not discriminate against, harass or victimise a member because of their:

- Age
- Sex.
- Race.
- Disability, which includes mental health, encompassing prejudiced assumptions, attitudes or behaviours related to mental health.
- Religion or belief.
- Sexual orientation.
- Gender reassignment.
- Pregnancy or maternity.
- Marital or civil partnership status.

The club will not discriminate against a member, or prospective member, because of a characteristic related to a person, such as a parent, with whom the member or prospective member is associated.

The club will not discriminate against a member because of a characteristic which they are believed to have, even if the belief is mistaken.

Sex

For the purpose of this policy, sex refers to a member's biological assignment at birth depending on their reproductive organs. This definition is applied consistently with current Snowsport England and Equality Act guidance, and the committee will review this section if that guidance changes. The club understands that some members identify as a gender different to the sex they were assigned at birth.

The club will ensure that members of one sex are not singled out for different or less favourable treatment from that given to members of other sexes.

The club will only separate members by sex where there is reasonable justification for doing so, or if one of the following applies:

- Members will suffer a disadvantage connected to their sex

- One sex has needs that are different from the needs of the other sex
- Participation in an activity by members of one sex is disproportionately low

The club will consider non-statutory exceptions on a case-by-case basis, and regularly review the impact of any separation to ascertain whether it remains lawful.

Members will be offered equal opportunities to undertake any activity in the club.

Members' age and stage of development will be taken into consideration before segregating sports teams. Both sexes will have equal opportunities to participate in comparable sporting activities; where separation is deemed necessary, the single-sex sports teams will receive the same quality and amount of resources.

Race and ethnicity

The club will ensure that members of all races and ethnicities are not singled out for different and less favourable treatment from that given to other members and the club will regularly review its practices to ensure that they are fair.

Coaches and the committee will ensure members with English as a second language are treated equally and fairly, while ensuring they are supported.

The club will not segregate members on the basis of their race or ethnicity, understanding that claims of 'separate but equal' will not be tolerated, and that such actions will always be viewed as direct discrimination.

Disability

The club will ensure that members with disabilities are not singled out or treated less favourably than other members simply because they have a disability, which includes any mental health issue, regularly reviewing our club practices to ensure they are fair.

The club will avoid implementing rules that could have an adverse effect on members with disabilities unless it is for a legitimate reason and is a proportionate way of achieving that legitimate aim.

The club will ensure that they do not discriminate against members with disabilities because of something which is a consequence of their disability, unless it is for a legitimate reason and is a proportionate way of achieving that legitimate aim.

The club will make any reasonable adjustments, and provide any auxiliary aids, necessary to ensure the inclusion of members with disabilities where possible.

Religion and belief

The club will ensure that members are not singled out or treated less favourably because of their religion or belief.

Sexual orientation

The club will ensure that all gay, lesbian and bisexual members, or the children of gay, lesbian or bisexual parents, are not singled out for different or less favourable treatment from that given to other members.

The club will support LGBTQ+ members to feel comfortable and ensure they can celebrate their identity.

Gender reassignment

The club will ensure that members are not singled out or treated less favourably in relation to gender reassignment, i.e. because they are trans or have trans parents, siblings or other family members. The club recognises that gender reassignment does not necessarily involve physical change, and can be solely social and emotional.

The club will support trans members to feel comfortable and ensure they can celebrate their identity.

Pregnancy and maternity

The club will ensure that members are not singled out or treated less favourably because they become pregnant, have recently given birth, have children or are breastfeeding.

Looked-after children (LAC) - The club will ensure that members are not singled out or treated less favourably because they are looked after, or have previously been looked after, by the state.

Coaching

Members will be exposed to thoughts and ideas of all kinds, and the club will not make any unjustified changes to coaching content on the grounds of any protected characteristics that

a member may have. The club will ensure, however, that the coaching is as balanced as possible, and delivered in such a way that prevents discrimination and the promotion of prejudicial stereotypes.

The club will ensure equality, diversity and acceptance are taught and promoted throughout the club.

Promoting inclusion

The club will promote inclusion and equality at our club through:

- Ensuring that members are called by their preferred names, which may be different from their legal names, taking into account the correct spelling, structure and pronunciation.
- Ensuring, as far as possible, that our committee, coaches and volunteers reflect the full diversity of our local community.
- Providing an environment where prejudiced assumptions, attitudes and behaviours are continually challenged.
- Instilling in members an awareness of prejudice, giving them confidence that it can, and must, be eradicated.
- Ensuring equal access to opportunities.
- Taking care in the use of language and the choice of resources, so that the committee, coaches and volunteers avoid reinforcing stereotypical views of society.
- Valuing the cultural experiences and contributions of all members, regardless of any protected characteristic that they may have.
- Communicating our policy to parents to gain their understanding, agreement and support for its provisions.
- Discussing equality issues as an agenda item on the committee on a regular basis.
- Promoting equality of opportunity within the wider club community.
- Ensuring admission arrangements will not unfairly disadvantage a member.
- Recognising that discrimination and harassment can occur online as well as in person, and applying this policy alongside the club's Online Safety (e-safety) and Communications Policy where conduct takes place on social media, messaging platforms or other digital communication services.

Members that have left club

The club's responsibility to not discriminate, harass or victimise will not end when a member has left the club. It will continue to apply with regard to subsequent actions related to our previous relationship with the member.

Bullying and discrimination

Our Anti-bullying Policy and Online Safety (e-safety) and Communications Policy will be used in conjunction with this policy in order to prevent, and effectively deal with, any discriminatory incidents, including those arising from online conduct.

Any bullying incidents of a child protection or safeguarding nature will be reported, recorded and dealt with in line with the process in our Child Protection and Safeguarding Policy.

The Club Welfare Officer (CWO) will decide whether it is appropriate to notify social services and/or the police of any incident.

Concerns with regards to the handling of bullying and discrimination incidents will be dealt with via the procedures outlined in the Complaints Procedures Policy.

Training

New volunteers and coaches will receive relevant training on the provisions of this policy during their induction.

Monitoring and review

This policy will be reviewed by the committee and updated where appropriate.

Policy written: Summer 2026

Committee Approved: Summer 2026

Policy to be reviewed Summer 2029