The British Horse Society

EQUALITY & DIVERSITY POLICY

Date of Policy	**October 2026**
Date of Review	**October 2027**

Why We Have an Equality and Diversity Policy?

Hood Hill Equestrian recognises that every person is an individual with different needs, preferences and abilities. It aims to reflect this diversity in everything it does, including making its services inclusive and accessible to people from all sections of the community, and attracting and retaining a diverse workforce. Hood Hill Equestrian believes in harnessing different life experiences, attributes and contributions from employees, volunteers and Hood Hill Equestrian representatives. This will make Hood Hill Equestrian a more effective and inclusive organisation and a better place to work.

This policy sets out our approach to equal opportunities and the avoidance of discrimination or harassment whilst conducting Hood Hill Equestrian business. The Policy works hand in hand with a number of Hood Hill Equestrians Policies, all of which refer to aspects of working with us, including the treatment and conduct of representatives of Hood Hill Equestrian.

This Policy is supported by The British Horse Society Values;

HORSES FIRST, the Horse is at the heart of all we do

ONE TEAM, we collaborate with and value our employees, members, supporters and partners

RESPECTFUL, we are inclusive and deliver with respect, integrity, dedication and passion

SUPPORTIVE, we support horses and people to safely enjoy life together

EXCELLENCE, we strive for excellence in everything we do

The Policy Statement

Hood Hill Equestrian values diversity and equality. By respecting and using diversity and equality it can maximise its impact through meeting individual needs and staying in touch with the changing societies in which it works.

Employees and representatives of the Society recognise and fulfil their personal role in making WRC a genuinely inviting and inclusive organisation.

Hood Hill Equestrian has a commitment to equality and diversity which is about:

- Recognising and valuing difference
- Creating an environment in which individual differences and contributions are valued
- Recognising and seeking to address inequality and disadvantage
- By dealing with acts of discrimination, bullying, harassment or victimisation against Trustees, employees, visitors or volunteers WRC's disciplinary procedures
- Treating all in a fair, open and honest manner
- Recognising the right of employees and volunteers and other representatives to be treated with respect
- Equality of opportunity which may include exploring opportunities to make reasonable adjustments
- Working towards making its workforce, and the organisation as a whole, more representative of the diverse communities that make up the UK
- By ensuring that training, development and progression opportunities are available to all employees
- By regularly reviewing all our employment practices and procedures to ensure fairness
- Encouraging and supporting our partners to adopt similar policies on equality and diversity for example, through our Accredited Professional Coach Code of Conduct

Hood Hill Equestrian will not tolerate less favourable treatment on the grounds of sex, gender reassignment, age, race, nationality, ethnic origin, disability, marital/civil partnership status, sexual orientation, pregnancy or maternity and religion or for any other reason which cannot be shown to be justified. These grounds, are called 'protected characteristics' and are from the Equality Act.

Discrimination

Hood Hill Equestrian employees, volunteers and representatives will not unlawfully discriminate against or harass other individuals including, members, suppliers and visitors. This applies in the workplace, outside the workplace, and on work-related trips or events including social events.

The following forms of discrimination are prohibited under this policy and are unlawful:

(a) Direct discrimination: treating someone less favourably because of a Protected Characteristic. For example, rejecting a job applicant because of their religious views or their sexual preferences.

(b) Indirect discrimination: a provision, criterion or practice that applies to everyone but adversely affects people with a particular Protected Characteristic more than others and is not justified. For example, requiring a job to be done full-time rather than part-time would adversely affect women because they generally have greater childcare commitments than men. Such a requirement would be discriminatory unless it can be justified.

(c) Harassment: this includes sexual harassment and other unwanted conduct related to a Protected Characteristic, which has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

Further details can be found in our Bullying and Harassment Policy including Third Party Harassment and Victimisation policy.

(d) Victimisation: retaliation against someone who has complained or has supported someone else's complaint about discrimination or harassment.

(e) Disability discrimination: this includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

(f) Associative discrimination: is where an individual is discriminated against, harassed, or potentially victimised because of their association with another individual who has a characteristic outlined above (other than marriage, civil partnership, pregnancy or maternity). For example where an employee is treated less favourably because they care for an elderly relative (protected characteristic is age).

(g) Perceptive discrimination: is where an individual is discriminated against or harassed based on a perception that they have a characteristic outlined above when they do not, in fact, have that characteristic (other than marriage, civil partnership, pregnancy or maternity).

Recording and Monitoring

Monitoring of the policy will be completed by the Proprietor by reviewing any activities or initiatives against the aims of the policy on an annual basis. There will be a review of the policy every three years (or when necessary due to any changes in legislation) and will make necessary changes.

Responsibilities

The Proprietor and management team have the responsibility to provide, implement and review the policy. They are accountable for the policy. It is the responsibility of all staff, volunteers and representatives to support the policy by ensuring that Hood Hill Equestrians activities and communications promote equality and diversity. The staff, volunteers and representatives are accountable for the day to day responsibility for ensuring that the policy is implemented and, in the first instance, for dealing with or taking action on disciplinary offences.

Breaches of this policy

Hood Hill Equestrian takes seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, volunteers, customers, suppliers and visitors.

We take a strict approach to breaches of this policy, which will be dealt with in accordance with our Disciplinary Procedure, Volunteer Procedure and Codes of Conduct. Serious cases of deliberate discrimination may amount to gross misconduct resulting in dismissal without notice. Any concerns that may include criminal behaviour will be reported to the appropriate authority.

If an employee believes that they have suffered discrimination the matter can be raised through the Hood Hill Equestrians Grievance Procedure or Bullying and Harassment Policy. Concerns from any other interested parties should be raised to the Proprietor in the first instance. Complaints will be

treated in confidence and investigated, as appropriate. All cases will be treated independently and, depending on the outcome, further actions may be necessary.

Employees, Volunteers and Representatives must not be victimised or retaliated against for complaining about discrimination.