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Mrs J Hastie nee Nixon MRCVS

Chairman:
Miss E Gibson

General Secretary:
Miss C Burdock

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SHB(GB) Equal Opportunities and Non-Discrimination Policy

1. POLICY STATEMENT:

- a. Sport Horse Breeding of Great Britain is committed to promoting equality, diversity and inclusion in all areas of its work and membership.
- b. We aim to ensure that everyone involved in our society — including members, volunteers, officials, competitors and visitors — is treated with fairness, respect and dignity.
- c. Discrimination, harassment or victimisation of any kind will not be tolerated.

2. PURPOSE:

- a. This policy sets out our commitment to providing equal opportunities for all and to preventing unlawful discrimination in line with the Equality Act 2010 and other relevant legislation.

3. SCOPE:

- a. This policy applies to:
 - (i) All members, officers, volunteers and staff (where applicable).
 - (ii) Applicants for membership.
 - (iii) Participants in society activities, events or competitions; and
 - (iv) Anyone representing the society in any capacity.

4. OUR COMMITMENT:

- a. We will:
 - (i) Treat all individuals fairly and with respect.
 - (ii) Provide equality of opportunity regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.
 - (iii) Make reasonable adjustments for members or participants with disabilities.
 - (iv) Challenge discriminatory behaviour or language wherever it occurs; and
 - (v) Take all complaints of discrimination, harassment or victimisation seriously and deal with them promptly and sensitively.

5. RESPONSIBILITIES:

- a. Council Members are responsible for ensuring this policy is implemented and reviewed regularly.
- b. All Members and volunteers are expected to follow the principles of this policy and to treat others with respect.
- c. Any concerns or breaches should be reported to the Council or designated Welfare/Equality Officer.

6. BREACHES OF POLICY:

- a.** Any member or participant found to have breached this policy may face appropriate action under the society's disciplinary procedures, which could include suspension or termination of membership.

7. REVIEW

- a.** This policy will be reviewed annually by the Committee to ensure it remains up to date and effective.