

Equality, Diversity and Inclusion Policy

Version	Author	Revision date	Summary of Changes	Endorsed by Motorsport UK Board of Directors signature and date
V 0.1	Head of Safeguarding Linda Medlicott	27/05/2020		29/07/2020
This policy will be reviewed annually or when there is a legislative change or review due to lessons learnt or best practice guidance.				

MOTORSPORT UK ASSOCIATION LIMITED

Trading as Motorsport UK

Registered in England and Wales

Company Number 01344859

Registered Office

Motorsport UK House Riverside Park Colnbrook SL3 0HG

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1. Introduction

Motorsport UK is the national membership organisation and governing body for four-wheel motorsport in the UK, representing competitors, volunteers, clubs, and fans.

Equality Statement

'Motorsport UK is committed to promoting equality of opportunity to everyone who wishes to be involved in the sport. We are committed to avoiding and eliminating unfair discrimination of any kind and will, under no circumstances, condone unlawful discriminatory practices. Motorsport UK strives to ensure it provides an environment where everyone's rights, dignity and individual worth is respected.'

- Motorsport UK Board of Directors

Motorsport UK is committed to promoting equality of opportunity to everyone who wishes to be involved in the sport, whether as competitors, fans, employees, volunteers, Board members, contractors, suppliers, job applicants, members and all others engaged with motorsport activities.

Motorsport UK strives to ensure everyone who wishes to be involved within the sport in whichever capacity has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, religion, belief, sex or sexual orientation.

All those involved within the sport can be assured of an environment in which their rights, dignity and individual worth is respected, and in particular that they are able to enjoy their engagement in motorsport without the threat of intimidation, victimisation, harassment, bullying and abuse.

2. Purpose

The purpose of this policy is to provide equality and fairness for all our employees, volunteers, participants and service users, where there is zero tolerance of prejudicial attitudes, behaviours or discrimination in relation to protected characteristics within UK legislation. *For details relating to direct employment matters please refer to our Employment Equal Opportunities Policy in the staff handbook.*

Motorsport UK understands the importance of raising awareness, education, investigating concerns and complaints, widening diversity and opportunities for under-represented groups and individuals, as well as promoting diverse role models.

3. Principles

Motorsport UK is committed to promoting inclusion and confronting and eliminating discrimination within its services and activities, in respect of the following 'Protected Characteristics' under the Equality Act 2010:

- Age
- Disability
- Sex
- Gender Reassignment /gender identity
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race (including ethnic origin, colour, nationality and national origin)
- Religion or Belief
- Sexual Orientation

Motorsport UK recognises that disability may not always be visible, for example communication and learning differences (including Autistic Spectrum Disorder, Dyslexia etc.) and seeks to ensure that it treats everyone fairly and with respect and will provide access and opportunities for all members of the community to participate in and make use of, its services.

All competitors, staff, volunteers, fans, participants and others who are engaged with Motorsport UK activities can be assured of an environment in which their rights, dignity and individual worth are respected; and that they are able to engage with the staff and representatives of Motorsport UK in an environment free from discrimination.

4. Commitment

Motorsport UK's commitment to Equality and Diversity is:

- To create an environment in which individual differences and contributions of all its employees, Motorsport UK academy members, volunteers and members, are recognised and valued
- To create an environment that promotes dignity and respect for all. No form of intimidation, bullying or harassment will be tolerated; this is in line with our Anti-Bullying and Harassment policies
- All complaints of bullying and harassment will be treated seriously:-

Internal employment related complaints of bullying and harassment should be reported directly to your line manager/head of department who will handle the complaint in line with Grievance Procedures, as appropriate

Members and participants must report any complaint to the Compliance Officer who will progress the complaint and direct it to the appropriate department. Any complaints with a safeguarding element will be passed to the Head of Safeguarding who will follow the relevant safeguarding procedures

- All complaints will be investigated and, where appropriate, our Disciplinary Procedures will be followed
- To promote equality in the workplace, which it believes is good management practice and makes sound business sense
- To regularly review all employment and volunteering practices and procedures to ensure that no job applicants, staff or volunteers are treated less favourably than others
- To regularly review services to ensure they are accessible and appropriate to all groups within society
- To treat breaches of equality policy seriously and to take disciplinary action, when required, in accordance with our Disciplinary Policy and Procedures
- To provide information and training to all employees, academy members, trustees and volunteer so that they are fully aware of the issues relating to Equality and Diversity and their responsibilities relating to it
- To review this Equality, Diversity and Inclusion Policy and its implementation on an annual basis
- To regularly monitor progress made against this Policy through Senior Management Meetings

5. Responsibility:

Motorsport UK's General Secretary, Joel Cohen, has direct and overall responsibility for the implementation of the Equality and Diversity Policy, across Motorsport UK activities, with the support of the Board of Directors.

All employees, volunteers' competitors, clubs, and participants have individual responsibility to:

- Follow procedures to ensure equal opportunity and to be non-discriminatory
- To draw the attention of management to suspected or alleged discriminatory practices
- To refrain from harassing or intimidating other; employees, volunteers, competitors, members, participants or visitors to Motorsport UK on any of the grounds cited in the policy statement
- Report any concerns about inequitable or discriminatory practices or behaviour without delay to either Motorsport UK's Compliance Officer, Jennifer Carty or the Head of Safeguarding, Linda Medicott

6. Legal Obligation

Equality Act 2010

Under the Equality Act 2010, in the United Kingdom it is potentially unlawful to discriminate in relation to age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, gender or sexual orientation, which are known as Protected Characteristics. This means that individuals will be protected if they have a Characteristic, are assumed to have one or more, associate with someone who possesses one or more or are with someone who is assumed to possess one or more Characteristic(s). Motorsport UK is committed to avoiding and eliminating unfair discrimination of any kind within our sport, and will, under no circumstances, condone unlawful discriminatory practices. Motorsport UK has a zero-tolerance approach to discrimination, indirect and associative discrimination, discrimination by perception, harassment or victimisation.

Modern Slavery

Motorsport UK has a zero-tolerance approach to modern slavery and is committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery and human trafficking throughout our supply chains and other business contacts, consistent with our disclosure obligations under the Modern Slavery Act 2015. By promoting equality throughout the organisation, more workers will be protected and service users will have greater confidence in the services they use.

Data Protection

Motorsport UK ensures that any personal information disclosed to us through the Equality Monitoring audits which are regularly undertaken, will be treated in such a way as to comply with our Data Protection Policies and Procedures (drafted in line with the existing Data Protection Act 1998 and the General Data Protection Regulation 2018).

7. Legislation

Equality Act 2010

The Human Rights Act 1998

The Data Protection Act 1998

Modern Slavery Act 2015

8. Relevant Policies

This policy should be read in conjunction with the following policies.

- Motorsport UK Employee Handbook:
- Disciplinary Policy
- Equality of Opportunities Policy
- Dignity at Work Policy
- Motorsport UK Safeguarding Children Policy
- Motorsport UK Adults at Risk Policy
- Motorsport UK Anti-bullying Policy
- Motorsport UK Race and Respect
- Motorsport UK Speak Up Speak Out Policy
- Motorsport UK Social Media Policy
- Motorsport UK Complaints Policy
- Motorsport UK Disciplinary Policy

9. Useful contacts

Motorsport UK General Secretary Joel Cohen

Email: joel.cohen@motorsportuk.org

Motorsport UK Compliance Officer Jennifer Carty

Email: jennifer.carty@motorsportuk.org

Motorsport UK Head of Safeguarding Linda Medlicott

Email: linda.medlicott@motorsportuk.org

Appendix 1

Forms of Discrimination

The below are intended as representative descriptions of discrimination and should be treated as such. For a full legal definition, please consult The Equality Act 2010 or click [here](#) for further information from the Equality and Human Rights Commission.

Direct Discrimination

Direct Discrimination is a type of discrimination that occurs where, because of a protected characteristic, a person 'A' treats another 'B' less favourably than 'A' treats or would treat others.

Indirect Discrimination

Indirect discrimination occurs where 'A' discriminates against another 'B' if A applies to B a provision, criterion or practice which is discriminatory in relation to a relevant protected characteristic of B's.

A provision, criterion or practice is discriminatory in relation to a relevant protected characteristic of B's if:

- A applies, or would apply, it to persons with whom B does not share the characteristic;
- It puts, or would put, persons with whom B shares the characteristic at a particular disadvantage when compared with persons with whom B does not share it;
- It puts, or would put, B at that disadvantage, and;
- A cannot show it to be a proportionate means of achieving a legitimate aim

Associative discrimination

Discrimination can also occur when someone discriminates against another person because they associate with another person who possesses a Protected Characteristic. An example of this is if 'A' does

not give 'B', a job applicant, the position, even though they have met all of the competencies for the role, just because 'B' has told 'A' they have partner with one or more Protected Characteristics.

Discrimination by perception

Discrimination by perception can occur when someone discriminates against an individual because they think they possess a particular Protected Characteristic and this applies even if the person does not actually possess that characteristic. An example of this is if 'B' is selected for redundancy by 'A' because they perceive 'B' to have a progressive condition i.e. they are disabled.

Harassment

Harassment and bullying bear striking similarities but are distinct under the Equality Act 2010. Unless bullying amounts to conduct defined as harassment in the Equality Act 2010, it is not covered within Motorsport UK's Equality Policy. Employees who believe they are being bullied should consult Motorsport UK's Anti-harassment and Anti-Bullying Policy. Harassment is when 'A' engages in unwanted conduct related to a Protected Characteristic (or of a sexual nature) that has the purpose or effect of violating 'B's' dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for 'B'. Whether the conduct has that effect is judged subjectively from 'B's' viewpoint, subject to a test of reasonableness.

Third party harassment can also occur when an employee is harassed by someone who does not work for the company such as a customer, visitor, client, contractor or visitors from another organisation. Employers have a duty to protect employees who they know has been harassed on two or more occasions by someone and must take reasonable steps to protect the employee from further harassment.

Victimisation

Victimisation is where a person 'A' treats another person 'B' unfavourably because 'A' knows or suspects 'B' has done or intends to do a protected act. Protected acts include bringing discrimination proceedings, giving evidence or information in connection with discrimination proceedings, making an allegation of unlawful discrimination, or doing anything else under, or by reference to, discrimination legislation.

Appendix 2

Reporting Discrimination

Service Users

A service user is defined as a customer or patron of Motorsport UK.

Motorsport UK strives to create an inclusive, welcoming and safe environment for all service users and provide services in a fair and equitable manner. Motorsport UK actively encourages service users to report any discriminatory behaviour for investigation in line with Motorsport UK's complaint procedure which is available from our website.

Motorsport UK Employees or Volunteers

An employee is defined as an individual who works part-time or full-time under a written contract of employment who receives a wage or salary and has recognised rights and duties.

Motorsport UK aims to ensure that all employees are valued equally and supported to reach their full potential. Motorsport UK has dedicated policies and procedures in place to deal with incidents of discrimination relating to a member or members of staff. Staff members who believe that have been directly or indirectly discriminated against either by third parties or fellow employees, should refer to Motorsport UK's Employee Handbook and the Dignity at Work Policy for further detail.

Third Parties

Examples of third parties may include, but is not limited to, contractors, suppliers, consultants, agents and partner organisations. Motorsport UK prioritises professional working relationships throughout the organisation and as such, has a procedure in place to deal with incidents of discrimination from third parties should they arise. Third parties who believe that they have been directly or indirectly discriminated against should refer to the Complaints Procedure / Discrimination Reporting Procedure for further detail.

Job Applicants

Motorsport UK values diversity and works to ensure there are no barriers to anyone possessing one or more Protected Characteristics from applying for a job vacancy. Applicants should refer to Motorsport UK's Safer Recruitment Policy, which is available on request from the HR department if they believe they have been discriminated against during the application process. A complaint can be raised by following Motorsport UK's Complaints Procedure, which is also available on our website.

Competitors

As is the case with everyone associated with Motorsport UK, the organisation seeks to protect competitors from discrimination and support them, so that they feel empowered to challenge any discriminatory behaviour, should the need arise.

If an incident(s) occurs the competitor should inform a Motorsport UK Official of the incident as soon as possible.

If you feel unable to report the incident whilst at the event, please contact Motorsport UK's Compliance Officer (see contact details on page 8).