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# Everyone Welcome Policy

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# Policy Reference Sheet

## Everyone Welcome Policy

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Change Control			
Version Number	Page	Reason for changes made	Date
0.2		Amendments after SMT feedback	7/6/2024
1.0		Updates from Policy Group	01/07/2024
2.0	4	Added in reporting line for Home Team members	18/7/2024
3.0	5	Added in candidates to scope	06/08/2024

Policy Component	Description	Check
1	<p>Policy Statement</p> <p><b>This document is the British Horse Society's policy for Everyone Welcome.</b>            Everyone Welcome means just that. Whatever an individual's ability, background, culture or identity....you are welcome to be part of our equestrian community.            We will be all the better for being more diverse, equitable and inclusive –as individuals, as a Society and as a sector</p>	
2	<p>Policy Audience</p> <p>All internal employees and any external parties to the BHS.</p>	
3	<p>Review Programme</p> <p>Next review date is 1 August 2025            Policy will be reviewed and approved by the Policy Review Group</p>	

Sign Off	
Signed By:	BHS Policy Group
Signature:	N/A
Date:	1/7/2024

## 1. Policy Statement

- a. Everyone Welcome means just that. Whatever an individual's ability, background, culture or identity... they are welcome to be part of our equestrian community. We will be all the better for being more diverse, equitable and inclusive –as individuals, as a Society and as a sector.
- b. The BHS acknowledge and fully accepts its duty under The Equality Act 2010 and the requirement for employers and organisations to prevent and act on discrimination.
- c. The BHS have adopted and signed up to the British Equestrian EDI Policy and Equality, Diversity and Inclusivity Pledge.
- d. We recognise that an organisation cannot benefit from diversity within its stakeholders without an environment that is inclusive and encourages people to bring a variety of experiences, ideas, and perspectives. Inclusivity encourages everyone to be their authentic selves without fear of discrimination.

## 2. Principles

- a. The BHS want to create a culture of inclusion, which means maintaining positive and respectful communication with our Home and One Team peers who may not have the same characteristics as us. Whatever an individual's ability, background, culture or identity they are welcome to be part of our equestrian community.
- b. The BHS recognises that every person is an individual with different needs, preferences and abilities. We aim to reflect this diversity in everything we do, including making our services inclusive and accessible to people from all sections of the community, and attracting and retaining a diverse workforce.
- c. The BHS believes in harnessing different life experiences, attributes and contributions from our Home and One Team. This will make the BHS a more effective and inclusive organisation and a better place to work and volunteer.
- d. The BHS aims to ensure that all individuals have the opportunity\* to safely take part in equestrian activities irrespective of age, sex, gender identity, disability, race, ethnic origin, nationality, marital or civil partnership status, pregnancy or maternity, religion, social background or, sexual orientation.
- e. We are anti racist and are anti discriminatory, we will work to break down barriers and enhance voices who have not yet been heard.

## 3. Intentions

- a. **Improve our communication** – develop our communication and imagery to engage with diverse groups of equestrians and non-equestrians. Celebrate diversity, share good practice and successes.
- b. **Employment and volunteering** – enhance our pathways into employment and volunteering by increasing visibility, improve our recruitment practices and develop our inclusive policies and practices.
- c. **Participation** - create accessible education and participation opportunities (including significant digital content) that will enable more people from more diverse backgrounds to participate in our recreational awards, professional qualifications, Changing Lives through Horses, local events, and access and rights of way, welfare and safety activities.

- d. **Membership** – we will have developed a range of membership products (and complementary supporter opportunities such as donations) that are meeting the needs of a more diverse range of horse lovers.
- e. **DEI knowledge and confidence** Our Home and One Team will be DEI knowledgeable and confident. Our Everyone Welcome training will ensure our One Team can contribute to creating an inclusive culture.
- f. **Governance, ways of working, funding, resources and digital enablement** We will dedicate resources, budget funding, technology and programme management to enable the successful delivery of Everyone Welcome. We will have significantly increased the range and quantity of diversity data we capture which will allow us to track our progress and inform our decision making and prioritisation for maximum impact.

#### 4. Scope

This policy applies to all aspects of BHS activities and any person or organisation working with or on behalf of the BHS within England, Northern Ireland, Republic of Ireland, Scotland and Wales.

This includes:

- BHS Approved Centres and their participants;
- BHS Accredited Professionals;
- Affiliated British Riding Clubs and their participants;
- BHS Volunteers;
- BHS Trustees;
- BHS Employees;
- BHSQ; and associates
- Affiliated Equestrian Access Groups
- BHS Individual contractors for example Assessors
- Candidates of BHS assessments (BHS and BHSQ awarded qualifications);
- All members of the BHS.

#### 5. Responsibility

- a. The BHS - The BHS's Board of Trustees and Chief Executive have overall accountability for this Policy and accompanying guidance.
- b. The BHS Board of Trustees will appoint a DEI Champion who will be responsible for raising awareness of DEI matters at board meetings.
- c. The Chief Operating Officer has overall responsibility for the implementation of this policy
- d. All employees, consultants, coaches, officials, members, participants and volunteers are responsible for raising concerns around discrimination or unfair treatment.

#### 6. Complaint/discrimination concern

Anyone who has a concern that this policy is not being adhered to or if you feel you have been discriminated against please raise a concern via this link <https://www.bhs.org.uk/about-us/contact-us/raising-a-concern/>

For Home Team members please talk to your line manager, Director or a member of the People Team or email [hrtransactional@bhs.org.uk](mailto:hrtransactional@bhs.org.uk)

## 7. Policies and guidance that support this policy

Internal to Home Team:

[Bullying & harassment](#)  
[Grievance](#)

One Team:

[Complaints](#)  
[Whistleblowing](#)  
[Safeguarding Adults and Safeguarding Children and Young People](#)  
[BHS Inclusive Language Guide](#)

[BEF Equality Policy Annex C link](#)  
[BEF and member body Inclusivity Pledge](#)

Glossary and terms explained:

**Home Team** – BHS Employees

**One Team** – All other BHS stakeholders including but not limited to volunteers, members, centres, clubs, coaches, assessors.

**Opportunity to take part in equestrian activities:** There may be circumstances where elements of equestrian activity are not accessible to all. These will be rare on occasion and the BHS will offer support to signpost to alternatives where possible. An example of this is where lower age limits are in place for professional qualifications. Or a reasonable adjustment request in an assessment cannot be implemented because the health and safety risk to self or horse is high. Please speak to our DEI team if you are unsure and would like to know more [dei@bhs.org.uk](mailto:dei@bhs.org.uk)

### **What is the difference between equity and equality – and why are we focusing on equity?**

When referring to the strategy we use the term **equity**, as opposed to **equality**, because aiming for equality means providing everyone with the same resources and opportunities. However, equity recognises that individuals have different circumstances which means they require varying resources and opportunities to reach the same outcome as their peers based on the level of advantage or disadvantage they have within the context.

### **Protected Characteristics**

As listed under the Equality Act 2010, there are **nine Protected Characteristics** - age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Everyone Welcome is focused on **age, disability, ethnicity, gender** and **socioeconomically underserved communities** to deliver maximum impact in the next five years.

Although not a protected characteristic, socioeconomically underserved communities are an important area given the significance of affordability and exclusivity as barriers to equestrianism which is perceived to be a space reserved for wealthy, white people.

We must also consider intersectionality, which refers to the impact of belonging to multiple social groups on someone's experience. The combination of barriers that come from different aspects of who people are, their gender, age, ethnicity, disability or socioeconomic position, will create a unique challenge for every individual which we must seek to address through creating truly inclusive solutions.

Everyone Welcome will use the term **ethnicity, instead of race**. Although in the Equality Act 2010 race is used as an umbrella term that covers colour, nationality and ethnic origin, it's more widely used to group people based on physical characteristics. Ethnicity considers non-physical factors that someone might identify with such as culture, customs and heritage and is more widely used across the UK for data collection, including the Census, which makes it easier to compare across sources.

Everyone Welcome will refer to **gender, rather than** the protected characteristic of **sex**, because gender is a more inclusive term. Sex is fundamentally based on biological characteristics which constitute a male or female. However, gender is a social construct focused on the attributes that society deems to be masculine or feminine. Where Everyone Welcome references gender it will refer to how people identify and present themselves; this will ensure we include the trans community in our terminology as well as those who identify as the sex they were born.

The use of the word **disability** refers to both **physical and mental disabilities** which may impair someone's experience; these may be visible or invisible. All forms of disability must be considered when developing inclusive practices. These include blindness or visual impairment; deafness or hearing impairment; speech or communication disability; learning disability; mental health disability; mobility or physical disability; emotional disability; cognitive disability; and health conditions.