



Equality and Diversity Policy

WHITEMILLS is fully committed to the principles of equality of opportunity and is responsible for ensuring that no job applicant, employee, volunteer, or member receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race religion or belief, sex, and sexual orientation.

WHITEMILLS will seek at all times to ensure that there will be open access to all those who wish to participate in all aspects of the sport of water skiing and wakeboarding and that they are treated with fairness. In addition, WHITEMILLS recognises that we live in a diverse society and will endeavour to ensure that all participants are given the same opportunities regardless of their socio-economic backgrounds. WHITEMILLS will, wherever possible, encourage partner organisations; regions, clubs / centres, suppliers, sponsors, and members to adopt and demonstrate their commitment to the principles and practice of equality, diversity and inclusion as set out in this policy.

As an organisation we aim to deliver clear leadership for wakeboarding to ensure a vibrant and empowered sport at every level that can evolve to meet every challenge.

Purpose of the Policy

WHITEMILLS recognises that individuals and / or certain groups in our society who share one or more Protected Characteristics may not have been able to participate equally and fully in wakeboarding in the past and that barriers do exist. WHITEMILLS will take positive action to ensure that the sport is accessible for everyone and to encourage diversity. Diversity will relate to participation at all levels of the activity.

This policy has been developed to identify and eradicate barriers and tackle unlawful discrimination or other unfair treatment, whether intentional or unintentional, which may preclude some people from participating fully in the activity.

WHITEMILLS recognises that, in some cases, to achieve the principle of equality, unequal effort and resource is required and, if appropriate and proportionate, will consider positive action or may introduce special measures to assist any group with a Protected Characteristic which is currently underrepresented within any aspect of the activity.

Legal Requirements

WHITEMILLS is required by law not to discriminate against its employees and recognises its legal obligations under and will abide by the requirements of the Equality Act 2010 and any relevant associated legislation.

WHITEMILLS will seek advice each time the policy is reviewed to ensure that it continues to reflect the current legal framework and good practice.



Discrimination, harassment, bullying and, victimisation

WHITEMILLS recognise the following:

Discrimination can take the following forms:

Direct Discrimination. This means treating someone less favourably than you would treat others because of a Protected Characteristic.

Indirect Discrimination. Imposing requirements or conditions, which on the face of it, apply equally to all but which, in practice, can disadvantage individuals with a Protected Characteristic. Such requirements or conditions are lawful only if they can be objectively justified.

Harassment is described as engaging in unwanted conduct (intentional or unintentional) relating to a relevant Protected Characteristic or unwanted conduct of a sexual nature where the conduct has the purpose or effect of violating the recipient's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient, or any other individual affected by such conduct. WHITEMILLS is committed to ensuring that its employees, volunteers, and members are able to conduct their activities free from harassment.

Bullying is the misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence.

Victimisation is defined as when someone is treated less favourably than others because he or she has taken action against WHITEMILLS under one of the relevant Acts / regulations (as previously outlined) or provided information about discrimination, harassment or inappropriate behaviour.

WHITEMILLS regards discrimination, harassment, bullying or victimisation, as described above, as serious misconduct and any employee, volunteer or member who discriminates against, harasses, or victimises any other person will be liable to appropriate disciplinary action.

Reasonable Adjustments

When decisions are made about an individual, the only personal characteristics to be taken into account will be those which, as well as being consistent with relevant legislation, are necessary to the proper performance of the work involved.

WHITEMILLS recognises that it has a duty to make reasonable adjustments for those with a disability. WHITEMILLS will consider all requests for adjustments and where possible will accommodate reasonable requests and will work with participants with disabilities and / or disability related organisations to implement any adjustments that will help people with disabilities to increase their participation in the sport and related activities.



LBGTQ+ and Transgender Athletes

We recognise that social attitudes and lack of information have hampered policies to ensure an inclusive approach to LBGTQ+ (lesbian, gay, bi, transgender, queer / questioning and ace) people in sport. WHITEMILLS welcomes all participants at every level of its organisation, regardless of sexual orientation and gender identification. We aim to provide practical guidance and advice for clubs and other bodies on inclusive support for LBGTQ+ people – we currently utilise the guidance and expertise of Sport England and UK Sport as a resource on all related matters.

WHITEMILLS considers that wakeboarding is a gender affected sport under the Equality Act 2010. Our policy is to maintain sex binary categories and consequently not allow transgender women to participate in the female category. All transgender athletes are very welcome to participate in the male category which is considered for these purposes to be “Open”.

Responsibility, implementation, and communication

The following responsibilities apply:

The Board of Directors of WHITEMILLS will endorse and be responsible for seeking to ensure that this Equality, Diversity and Inclusion Policy is implemented and will seek at all times to deal effectively and fairly with any actual or potential breaches.

The Managing director along with all staff are responsible for administering this policy.

All employees, volunteers and members have a responsibility to respect, act in accordance with and thereby support and promote the spirit and intentions of this policy and where appropriate, individual programmes and initiatives across the sport will be amended to reflect our aim for diversity and inclusion.

Disciplinary and Grievance Procedures

To safeguard individual rights under the policy, an employee, volunteer or member who believes he / she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate grievance procedure. For employees this will be through the WHITEMILLS Employee Grievance Procedure, for volunteers or public, they will liaise with the senior managers of the business.

Code of Conduct.

Any employee, volunteer or member who is alleged to discriminate against or harass any other person will subject to potential action according to the WHITEMILLS Employee Disciplinary Policy or the WHITEMILLS Code of Conduct and Disciplinary Procedures as appropriate.

Signed:

Position:

Date:

Next Review: