

# Equality Diversity and Inclusion Policy



---

**Document Author: Simon Campbell**

**Review Frequency: Biennial**

**Last Review: 4 February 2026**

**Next Review Date: February 2027**

## **1. INTRODUCTION AND PURPOSE**

1.1. The Bedford Angling Club (BAC) Equality Diversity and Inclusion policy (EDI policy) aims to ensure that:

1.1.1. No job applicant, employee, volunteer, participant, official or member is unlawfully discriminated against in any employment or angling activity. This includes receiving less favourable treatment because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex and sexual orientation (these are known as 'Protected Characteristics' under the Equality Act 2010).

1.1.2. All volunteers, officials and members are aware of our stated position on matters of Equality, Diversity and Inclusion within angling.

## **2. SCOPE OF THIS POLICY**

2.1. The policy applies to all BAC volunteers, officials and members.

2.2. This policy extends to all aspects of BAC work including that facilitated by third party contractors, competitions organised by or on behalf of BAC and our members.

## **3. OUR POLICY POSITION**

3.1. BAC is committed to promoting equality, diversity and inclusion in angling. BAC recognises the unique contribution each individual can make, the benefits of equality and diversity within both BAC and the sport.

3.2. BAC will not tolerate any form of direct or indirect discrimination on the grounds of but not limited to disability, age, gender reassignment or identity, marriage or civil partnership, pregnancy and maternity, race, religion and belief, sex or sexual orientation, responsibility for dependents, political beliefs, trade union activity, socio-economic background, or any other relevant factors.

3.3. In regards to our Committee and other volunteers:

3.3.1. BAC is committed to ensuring that all BAC policies and practices are non-discriminatory in line with relevant legislation and best practice.

3.3.2. Anyone who believes that they have been discriminated against, either directly or indirectly, should follow BAC's Disciplinary and Appeals policy.

3.3.3. Anyone who believes that others may have been discriminated against, either directly or indirectly, should follow the Angling Trust's Whistleblowing policy.

3.4. In regards to members:

3.4.1. BAC is committed to ensuring everyone wanting to be involved in angling is able to do so in a friendly and welcoming environment.

3.4.2. Any member who believes that they have been discriminated against, either directly or indirectly, should follow BAC's Disciplinary and Appeals Policy.

3.5. This policy supports BAC's aims to encourage the development of a diverse club and membership, where all involved understand and promote equality, and where equality diversity and inclusion is embedded into every aspect of our approach and the sport we love.

#### **4. OUR EDI OBJECTIVES**

4.1. BAC is committed to ensuring everyone wanting to be involved in angling is able to do so in a friendly and welcoming environment. To ensure this, we will endeavour to implement the following principles.

4.2. Everyone involved in angling should respect the rights of all others and support them in participating in and enjoying fishing.

4.3. All volunteers, officials and members of BAC will be treated the same regardless of their gender, gender reassignment, age, disability, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex and sexual orientation.

4.4. Equality will be embedded at all levels of the sport.

4.5. It is everyone's responsibility to ensure that equality is embedded and that any discrimination does not go unchallenged.

4.6. Anybody who feels they have been unfairly treated within the scope of this policy should raise a concern using BAC's Grievance, Disciplinary and Appeals policy.

4.7. Anybody raising a concern or supporting another in relation to a concern should not be treated unfairly.

4.8. Positive action is encouraged to address any previous inequalities/barriers.

#### **5. RESPONSIBILITIES OF BAC**

5.1. BAC recognises its responsibility to work to ensure that the sport of angling is free from any form of discrimination. We will work to promote these standards and will:

5.1.1. Promote the benefits of equality, diversity and inclusion throughout the sport of angling.

5.1.2. Promote angling as a sport/pastime that should be open to all.

5.1.3. Recognise religious and other cultural events and festivals, both internally and externally, where there is a connection to angling.

5.1.4. Deliver programmes that reach into communities that have traditionally not fished.

5.1.5. Operate a universal entry system to the majority of our angling competitions that is open to all with the sole exception of a lower age limit of 16 years to protect young anglers.

Parents and Coaches of anglers between the ages of 13 and 16 may apply for a Youth Angler Exemption if they meet the relevant criteria.

5.1.6. Operate restricted access angling competitions that aid the development and/or continued participation of some classes of anglers. This may include youth and veteran age groups, female (biological and transitioned) events, and events for those with disabilities. The lower age limit and the Youth Angler Exemption as detailed in 5.1.5 above would equally apply to female and disability events.

5.1.7. Embed fair and open selection processes that ensure those selected to fish for BAC are chosen on merit based on their angling ability.

5.1.8. Encourage other angling organisations to adopt these standards through this policy or a similar one.

5.1.9. Adopt good practice standards throughout BAC in particular relating to the recruitment, training, management and ongoing support of all officials, members and volunteers.

5.1.10. Work in partnership with all affiliated organisations to implement this policy.

5.1.11. Encourage people from all backgrounds to become involved in angling at any level of participation, coaching, management and volunteering.

5.1.12. Hold ourselves and others to account where any instances of exclusion or discrimination occur.

5.2. BAC will work to ensure inequality is avoided:

5.2.1. In all recruitment including both training and elections.

5.2.2. In the production of any resources both print and video.

## **6. RESPONSIBILITIES OF THE INDIVIDUAL**

6.1. It is everybody's responsibility to ensure that where necessary, individuals make BAC aware of any specific requirements.

6.2. Individuals can be held personally liable as well as, or instead of the organisation for any unlawful discrimination. Individuals who commit serious acts of harassment may be guilty of a criminal offence.

6.3. Individuals should report any concerns to the Chair of BAC.

## **7. LEGAL REQUIREMENTS**

7.1. BAC recognises its legal obligations under and will abide by the requirements of the Equality Act 2010 and any later amendments to such legislation or subsequent equality related legislation that may be relevant to BAC.

7.2. It is unlawful to discriminate directly or indirectly in recruitment, employment or in the provision of services because of age, disability, sex, gender reassignment, pregnancy, maternity, race (including colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership.

7.3. BAC recognises that unlawful discrimination, which can take the following forms, is unacceptable:

7.3.1. Direct Discrimination: - treating someone less favourably than another person because of a Protected Characteristic.

7.3.2. Indirect Discrimination: an action, rule or policy that applies to everyone but disadvantages someone with a particular Protected Characteristic.

7.3.3. Associative Discrimination: direct discrimination against someone because they associate with another person who possesses a particular Protected Characteristic.

7.3.4. Discrimination by perception: direct discrimination against someone because others think they possess a particular Protected Characteristic.

7.3.5. Discrimination arising from disability: someone is treated unfavourably because of something connected with his or her disability.

7.3.6. Bullying: repeated instances of offensive, intimidating, malicious or insulting behaviour, and /or an abuse or misuse of power that is meant to undermine, humiliate or injure the person on the receiving end.

7.3.7. Harassment: unwanted or offensive conduct directed at oneself or another person that relate to one or more of the nine 'protected characteristics' outlined in point 1.1. of this document.

7.3.8. Harassment or bullying by a third party: the company is potentially liable for harassment of their staff by people not employed by them.

7.3.9. Victimisation: treating a group or individuals in a detrimental way because they have made or intend to make a complaint or provide evidence in support of another complaint.

7.4. BAC regards any form of discrimination, harassment, bullying or victimisation as very serious issues. BAC officials, members, licensed coaches or volunteers who are found to have been responsible for such action against another person and following investigation and disciplinary, will be dealt with accordingly and in line with BAC's Disciplinary and Appeals Policy.

## **8. MONITORING AND EVALUATION**

8.1. BAC will regularly monitor and evaluate the success of this policy with at least biennial reviews, which will be submitted to the BAC committee for approval.

8.2. Changes in legislation and/or any incidents may lead to an earlier policy review.