

# Inclusion (EDI) Policy

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# Contents

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- Document Metadata . . . . . 3**
- 1. Purpose . . . . . 3**
- 2. Scope . . . . . 3**
- 3. Definitions . . . . . 4**
- 4. Policy Statement . . . . . 4**
- 5. Roles and Responsibilities . . . . . 4**
- 6. Policy Detail / Procedures . . . . . 5**
- 7. Related Policies and References . . . . . 6**
- 8. Compliance and Breach Handling . . . . . 6**
- 9. Review and Version Control . . . . . 6**
- 10. Approval Record . . . . . 6**

## Inclusion (Equality, Diversity &amp; Inclusion) Policy

## Document Metadata

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## 1. Purpose

This policy affirms the Western Equestrian Society's (WES) commitment to creating an inclusive, respectful, and welcoming environment for everyone involved in its activities. It ensures that equality, diversity, and inclusion (EDI) principles are upheld across all aspects of Society life — including membership, leadership, events, communication, and representation.

## 2. Scope

This policy applies to:

- All members of WES
- Council and Extended Council
- WES Professionals and Area Representatives
- Event participants, clinicians, volunteers, and officials
- Anyone acting in an official capacity on behalf of WES

It covers:

- Behaviour and culture
- Representation and decision-making
- Accessibility of communication and events
- Response to discrimination or exclusion

### 3. Definitions

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- **Equality:** Fair treatment for all, regardless of background or personal characteristics
- **Diversity:** The recognition and respect of difference across identities and experiences
- **Inclusion:** Proactive creation of a culture where everyone feels welcome and able to participate fully
- **Protected Characteristics:** As defined under the Equality Act 2010, including age, race, sex, gender reassignment, disability, sexual orientation, religion or belief, pregnancy and maternity, and marital status

### 4. Policy Statement

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WES believes that equestrian sport and community activities should be open and accessible to all. We do not tolerate discrimination, harassment, or exclusion — whether overt or unconscious.

While WES is a volunteer-led organisation, we are committed to:

- Reflecting diverse experiences and voices in our governance and culture
- Removing unnecessary barriers to participation
- Acting fairly and with integrity in how we treat our members
- Listening and improving where we fall short

### 5. Roles and Responsibilities

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Role	Responsibility
Secretary	Leads policy implementation; advises on inclusive practices; monitors concerns
Chairperson	Ensures inclusion is embedded in decision-making and conflict resolution

All Council Members	Act as role models for inclusive behaviour; challenge discriminatory practices
Event Leads	Ensure events are welcoming, accessible, and reflect WES values
Members	Expected to treat others respectfully and report concerns appropriately

## 6. Policy Detail / Procedures

### 6.1 Inclusive Behaviour and Culture

- All individuals acting on behalf of WES must behave respectfully and inclusively
- Derogatory, offensive, or exclusionary language or conduct will not be tolerated
- Disagreement is acceptable; disrespect is not
- Council and event organisers will intervene if exclusion, bias, or harassment is observed

### 6.2 Participation and Access

- WES will take reasonable steps to support participation by individuals with access needs
- Events and activities will aim to be as accessible as possible in terms of venue, scheduling, and communication
- Members with specific requirements are encouraged to notify the Secretary or relevant event lead in advance

### 6.3 Representation and Governance

- WES encourages participation in leadership by individuals from a range of backgrounds and experiences
- Decisions will be made transparently, and bias will be actively mitigated
- Recruitment to roles (where applicable) will be open, fair, and based on skills and commitment

### 6.4 Communication

- WES will use plain, respectful language in communications and avoid unnecessary jargon
- We will aim to reflect the diversity of our community in our imagery and tone
- Feedback on communication accessibility is welcome and will be reviewed

### 6.5 Responding to Concerns

- Concerns about exclusion, discrimination, or inappropriate behaviour can be raised to the Secretary or Chair
- All concerns will be treated seriously and confidentially
- Serious breaches will be addressed via the Disciplinary Procedure

### 6.6 Limitations and Context

- WES recognises its size and resources mean we cannot meet every request — but we will consider all concerns in good faith
- Where access or inclusion is limited by third-party providers (e.g. event venues), WES will still seek to mitigate impact wherever possible

## 7. Related Policies and References

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- Code of Conduct
- Volunteer Management Policy
- Disciplinary Procedure
- Safeguarding Policy
- Equality Act 2010 (external reference)

## 8. Compliance and Breach Handling

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Any form of discrimination, harassment, or exclusion that breaches this policy may result in disciplinary action, up to and including removal from role or membership.

WES expects all members to act if they witness discriminatory behaviour — either by addressing it directly if safe to do so, or by reporting it to the Secretary or Chair.

## 9. Review and Version Control

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Version	Date	Author	Changes Made
0.1	18/07/2025	DG	Initial policy draft
0.5	08/10/2025	DG	Changes following chairmans review
1.0	04/11/2025	DG	Published

## 10. Approval Record

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Approved By	Date	Notes
Full Council	04/11/2025	Approved for immediate use