



**British
Elite
Athletes
Association**

Equality Statement

www.britisheliteathletes.org

With you.



The Elite Athletes Association promotes the principles of equality of opportunity.

We proactively support the development of a fair, equitable and ethical world-class sporting system in the UK, that advocates the highest standards, is people focused and values the contributions that people from different background or different experiences can bring to the organisation.

The BEAA takes its role in promoting equality in sport seriously and is committed to playing its part in achieving equality in sport so that all athletes participating in high performance sport can do so in an environment free from any form of discrimination, victimisation and harassment.

We aim to ensure our organisation and the athletes we represent across over 40 Olympic and Paralympic sports, the athlete representatives we support, our members, our staff, job applicants and volunteers are treated fairly regardless of sex, gender reassignment, sexual orientation, age, marriage and civil partnership, parental or marital status, pregnancy and maternity, disability, religion or belief, colour, race including nationality or ethnicity and socio/economic background.

The BEAA has achieved the Intermediate Level of the UK Equality Standard for Sport (the framework and set of standards aimed at improving the equality work within Sports Governing Bodies and similar organisations) the Advanced level standard, and this will require us to:

- Achieve significant progress towards diversity within board, staff (paid and unpaid), coaches, officials, members or participants;
- Mainstream equality through the organisation's functions, policies and procedures; and
- Develop further initiatives to address each protected characteristic.

Equality and diversity is incorporated into our 2021 Strategy through our values and brand.

Statement from the British Elite Athletes Association Board

We recognise the value of having a diverse Board and are proud of the progress we have already made in achieving greater equality and diversity





The BEAA continues to work hard to embed equality and diversity across all of our working practices with all the athletes we represent, our members, athlete representatives and our collaborative work with our partners and will consider diverse needs both in our role as an employer and when providing services. Our equality and diversity plan sets out our key objectives for equality and diversity, which are:

- To ensure equality is embedded as part of our culture and is visible in the new BEAA strategy to 2025;
- To develop our evidence base to provide a clear rationale for our aims and objectives and against which to measure the impact against our agreed priorities;
- To ensure functions, key policies and procedures in all areas of activity that include a visible equality dimension are screened and undergo a full impact assessment where appropriate;
- To implement a range of strategies to increase awareness and gain support and commitment at all levels of the organisation.

The Beaa takes seriously its role in recognising and removing any barriers faced by people involved, or wanting to be involved in sport, in any capacity, to ensure the culture of sport is improved to one that values diversity and enables the full involvement of disadvantaged groups in every aspect of sport.

The Beaa embraces legislation as per the Equality Act 2010 and welcomes people from all backgrounds.

The BEAA will not tolerate discrimination either directly or indirectly, on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

The BEAA will take positive action to: -

- Eradicate individual and institutional discrimination of any form.
- Comply with statutory and legislative obligations and wherever possible best practice.
- Meet the needs of employees and partner organisations.
- Make equality and equal treatment a core part in the development and delivery of policies, initiatives and services





Adopted by:	Board	Adopted date:	March 2021
Review by:	Board	Review date:	March 2023

