

# **Equal Opportunities/Sports Equality Policy Statement**

## **The Auto-Cycle Union (ACU) Equality Policy Objective**

To make motorcycle sport, as delivered through the ACU and its member bodies, an activity that is open to anyone who wishes to be involved in whatever capacity and at whatever level and to actively encourage a more diverse participation and workforce, based on the current equality data and the areas of under-representation that these highlight.

## **Policy Statement**

The ACU is fully committed to the principles of equality, inclusion, and diversity, and aims to ensure that no individual receives more or less favourable treatment on the grounds of age, sex (gender), disability, race or ethnicity, parental, marriage or civil partnership, or marital status, pregnancy or maternity, religion or belief, sexual orientation and gender reassignment. These are known collectively as protected characteristics under the Equality Act 2010. This includes all those involved in whatever capacity - participants, employees, Board members, coaches, consultants, owners, officials, volunteers and spectators.

In addition, the ACU is committed to take action to encourage more diverse participants and workforce. This is known as positive action. We also recognise our responsibilities under the Equality Act 2010 to make reasonable adjustments for anyone with a disability who is involved in our sport.

## **Our Commitment**

We are proud to represent the interests of Motorcycle sport, a nation inspired by the past, present and future of a sport

Our mission is to celebrate and enable participation in motorcycle sport in a safe, fair, fun, inclusive and progressive environment. All individuals, from the grassroots to the professional elite, should have the opportunity to realise their potential.

We are committed to using our reach and influence effectively, ensuring that in the course of our core role we are also making a positive contribution to wider society. We strive not only to engage in the conversation around equality, diversity and inclusion – and other global concerns including the environment and well-being – but to make a difference through meaningful action.

We commend, and are aligned with, the initiatives of the world governing body, the FIM, and those of our fellow National Governing Bodies.

We commit to:

- Developing our understanding of equality, diversity and inclusion as it applies to our organisation and sphere of influence
- Regular reviews of our policies, procedures and practices and alignment with best practice

- Recruiting and retaining talent at all levels of the organisation to reflect our committed approach to equality and diversity
- Frequent monitoring of the equality profile of motorcycle sport in the UK
- Eliminating the barriers for underrepresented groups in motorcycle sport
- Providing information and learning opportunities for clubs, coaches, officials and members to help them address inequality and discrimination in motorsport