



EQUAL OPPORTUNITIES & EQUALITY STATEMENT

The ICELANDIC HORSE SOCIETY OF GREAT BRITAIN LIMITED, a Limited Company and dual registered charity (Charity Commission of England & Wales and OSCR), takes equality and equal opportunities very seriously.

We are fully committed to the principles of equality. We believe that everyone, regardless of background, race, gender, age, physical ability, sexual orientation, culture or belief should have the same opportunities to take part in Icelandic equestrian activities and enjoy horses.

The **fundamental principles** we work to are:

- To ensure that all people, irrespective of race, gender, ability, ethnic origin, social status or sexual orientation, have equal opportunities in Icelandic equestrianism at all levels and in all roles
- To promote and increase awareness of our members, employees and volunteers on the ownership, adoption and implementation of Equality in all activities with the Icelandic Horse.
- To monitor and review progress and deal with any alleged act of discrimination promptly and transparently.

We will take all reasonable steps to ensure that there will be open access to all those who wish to participate in equestrian activities and ensure that they are treated fairly, our aim being to increase involvement of all groups at all levels.

The **IHSGB Ltd. certifies that it is an Equal Opportunities Employer** and one which meets the requirements of legislation as updated. The Society is committed to promoting equality of opportunity and eliminating unfair discrimination.

The Society seeks to ensure that all job applicants, volunteers, employees and potential employees **are treated equally** regardless of their age, gender, disability, race, language, ethnic origin,



nationality, colour, parental or marital status, pregnancy, religious belief, class or social background, sexual orientation, gender reassignment or political belief.

We will ensure that any Society recruitment and selection procedures are fair and transparent, and that they meet the appropriate legal requirements.

Name	Peter Heathcote
Signed	
Position	Chairman, IHSGB Ltd.
Date	8 th December 2018

Review of this Policy

We keep this Policy under regular review. This Policy was last updated December 2018.

Review Date: December 2023

