MTB East CIC

Equal Opportunities Policy

Adopted by the Board of Directors: 12 August 2026

Review date: August 2027

1. Policy statement

MTB East CIC is committed to promoting equality of opportunity for all riders, volunteers, coaches, directors, and members of the public who take part in or engage with our events, races, and coaching programmes. We believe that mountain biking should be accessible to everyone, regardless of background, and we actively work to remove barriers to participation, including through our rider hardship fund and free coaching provision.

2. Scope

This policy applies to all activities run by MTB East CIC, including league races, coaching sessions (including the Women's Rookie Race Squad), festivals, sportives, and volunteering opportunities. It applies to directors, coaches, volunteers, riders, and any contractors or partners working with us.

3. Our commitment

MTB East CIC will not discriminate against any individual on the basis of the protected characteristics set out in the Equality Act 2010, which include:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

We will treat everyone fairly in relation to entry to races and coaching, volunteering opportunities, and involvement in the governance of the organisation.

4. How we put this into practice

- Our league and coaching programmes are open to riders of all ages and abilities, from Under 7 to Elite.
- The Women's Rookie Race Squad exists to address a specific participation gap and encourage more women and girls into the sport; this is a positive action measure, not a restriction on who else can take part in MTB East's wider activities.
- Our rider hardship/bursary fund ensures that cost is not a barrier to taking part for riders and families facing financial hardship.
- We aim to make race-day communication, signage, and event information clear and accessible.

- We welcome feedback from riders, volunteers, and parents on how we can make our events more accessible and inclusive, through conversations at race weekends, our social media channels, and direct contact with directors.
- Volunteering and coaching opportunities are open to anyone with the relevant skills, subject to safeguarding checks (including DBS checks) where the role involves contact with children or young people.

5. Responsibility

The Board of Directors has overall responsibility for this policy. Day-to-day implementation is the responsibility of all directors, coaches, and volunteers involved in running MTB East CIC activities. Any concerns about equality of opportunity, or reports of discrimination, should be raised with a director in the first instance.

6. Complaints

Anyone who believes they have experienced discrimination or unequal treatment in connection with MTB East CIC's activities should raise this with a director as soon as possible. All complaints will be taken seriously, investigated promptly, and handled confidentially wherever possible.

7. Review

This policy will be reviewed annually by the Board of Directors, or sooner if there is a change in relevant legislation or guidance.