

ENGLISH BRIDGE UNION

EQUITY, DIVERSITY AND INCLUSION POLICY



Definitions

This policy rests on 3 pillars:

- Equity.¹ Everyone has the resources to suit their needs, so that identity is not predictive of opportunities or outcomes.
- Diversity. Everyone is recognised and can see themselves and be recognised in the world of bridge.
- Inclusion. Everyone is welcomed and feels that they belong.

Legal Framework and Background

The Equality Act (2010) regulates both the way that organisations treat their employees and the way that associations behave towards their members, associates and guests. The Act protects people from discrimination based on 'protected characteristics': age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, marriage or civil partnership (this last, employment only).

The EBU 'considers it a fundamental principle that anyone wishing to participate in duplicate bridge, whether as a player, official or in any other capacity, should be able to do so in a safe and welcoming environment, and not be subject to less favourable treatment on the grounds of gender, age, race, disability, ethnic origin, sexual orientation, religious or political belief or social class than any other person.' (from the EBU's Best Behaviour at Bridge document)

Policy Statement

The EBU is committed to equal opportunities for all, both as an employer and as the organising body of bridge events in England. Its employment practices are such that no discrimination is made against existing or prospective employees on grounds of any protected characteristic.

Furthermore, the EBU recognises that a culture of embracing diversity and difference will strengthen its community of bridge players. A more diverse group of players brings more talent into the game, and welcoming and supporting players with different characteristics and from different backgrounds can make bridge more enjoyable for all.

Therefore, the EBU is committed to providing an inclusive environment in which all bridge players, officials, volunteers and employees are welcomed, respected, valued and supported. The EBU opposes all forms of discrimination, harassment and victimisation.

Under its constitution, the EBU is not able to direct any bridge club affiliated to the EBU to make similar provisions. However, the EBU encourages affiliated clubs to recognise their obligations to the public and their members, and to be aware of relevant legislation.

Aims of the Policy

To adopt inclusive practice within EBU events and to support the development of inclusive practice within our county associations and affiliated clubs.

To promote the development of knowledge and understanding of equity, diversity and inclusion within the bridge playing community through appropriate guidance and training.

To promote the expected standards to which players, officials, volunteers and employees should adhere. This includes ensuring that discrimination, harassment and victimisation are called out and that appropriate action is taken to protect victims and to discourage such behaviour in future.

Responsibilities

- The EBU Board. The Board is responsible for ensuring that the EBU fulfils its legal obligations under The Equality Act (2010). The Board is also responsible for promoting a culture of equity, diversity and inclusion throughout the organisation.
- The CEO. The CEO has a key role to play in ensuring that the organisation complies fully with this policy at all levels of its day-to-day operations. This extends to ensuring that this policy is embedded within existing and future procedures where applicable.
- Volunteers and officials. Volunteers and officials at local, county and national level have a responsibility to advance equity, diversity and inclusion, challenging discrimination in its various forms and fostering good relations throughout the bridge playing community of the EBU.

Application of the Policy

Some specific examples of applications of the policy are set out below:

- It is incumbent on the EBU to make reasonable adjustments to allow players to fully engage in playing bridge at all levels in England. (For example: access to all playing areas, stationary positions, pre-sorted cards)
- We encourage people to contact us to discuss their needs and requirements, and we will consider what further reasonable adjustments could be made to allow them to fully participate.
- We will include items relevant to equity, diversity and inclusion within Tournament Director training.
- We will encourage players to report immediately any behaviour they believe to be discrimination, harassment or victimisation to the Tournament Director or other appropriate

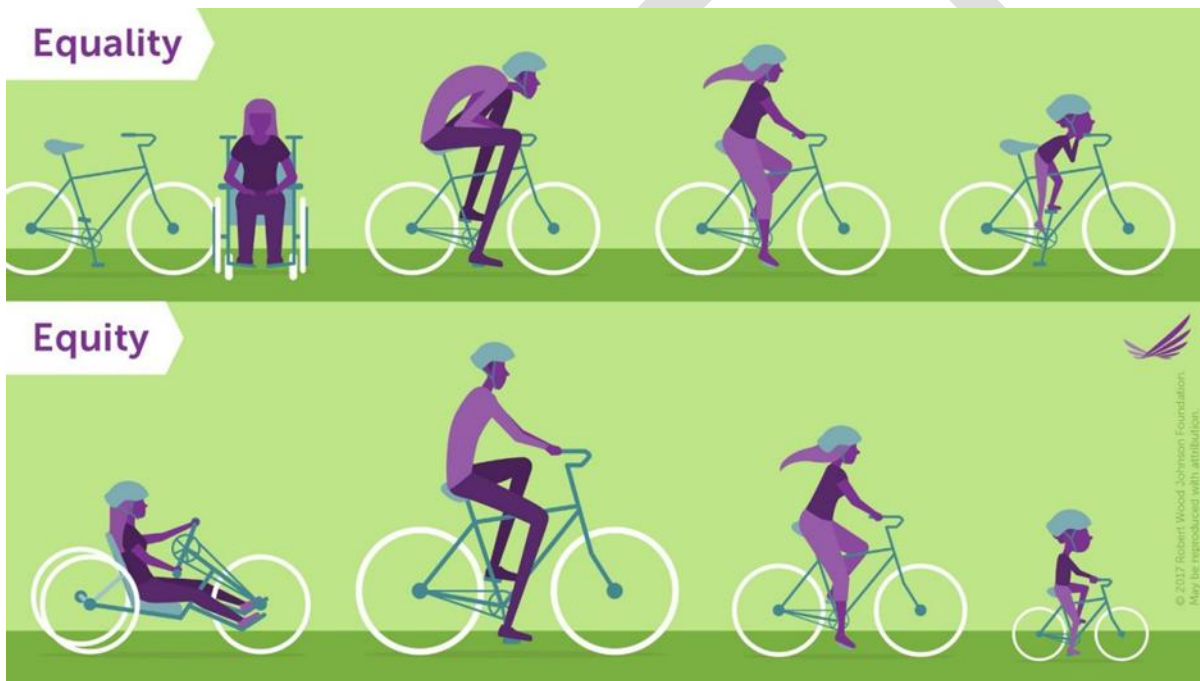
official. Any such concerns will be investigated and, where proved, will be dealt with via appropriate feedback, training and/or sanctions.

- We will adhere to the EBU's pre-existing policy on Eligibility of Transgender Players for Mixed or Women's Events.

It is our hope that in time we will develop more resources and be able to raise awareness of issues relating to equity, diversity and inclusion within our bridge playing community.

APPENDIX

¹ A note on language. The EBU has chosen to use 'equity' rather than 'equality' because even when everyone has access to the same resources, not everyone can perform at their best. This is illustrated in the diagram below:



However, the EBU's view is that the exact language used in documents such as these is less important than their spirit and the direction of travel they embody.

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Author: Debbie Stanford

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