



PROUD TO SUPPORT THE  
**SUNFLOWER**



## DS79 – Hidden Disabilities & Reasonable Adjustments

March 2025

The Hidden Disabilities Sunflower is an easy way for individuals to voluntarily share that they have a disability or condition that may not be immediately apparent – and that they may need a helping hand, understanding, or more time.

BRC are supporters of the Hidden Disabilities Sunflower, and part of our ongoing effort to ensure that BRC offers an inclusive environment for all.

Riders who have a hidden disability, can choose to wear the Sunflower armband at BRC activities, available from the <https://hdsunflower.com/> to increase awareness of the challenges faced on a daily basis. Volunteers and Officials may opt to wear the sunflower, depending on the preference of the user, which could include a lanyard, lapel badge, face mask or ID card.



### What to do when someone has chosen to wear the Sunflower:

- Ask them if they would like assistance
  - Do not question or judge their disability
- Be kind and respectful
  - Smile, be empathetic and maintain eye contact
- Listen
  - Be patient, allow time for a response and show understanding
  - Talk directly to them, do not try and multi-task

## What does this mean for clubs?

Clubs should aim to remove barriers to competing to create equity for everyone to take part in BRC activities. Examples of this could include but are not limited to running stressless activities where show gear and tack are not a requirement, allowing riders to be assisted where appropriate.

Clubs should aim to have an everyone welcome, inclusive culture and recognise that every person has different needs and abilities, giving everyone the opportunity to safely take part in equestrian activities.

Some club ideas so far:

- Trainers could use a microphone for those with hearing impairments
- Different colour gloves to aid with left and right at activities/competition
- Have a quiet area at the venue you are holding activities where possible and sign post people to this area should they need a quiet space
- Visual aids such as pictures on signs rather than words
- Take the time to understand the disabilities within your club ask what adjustments would help.

## Competitions

A Reasonable Adjustment is an alteration to or consideration of an activity that may help to reduce the effect of a physical, or mental health condition, that places a person at a disadvantage compared to others.

For competitions, adjustments can only be made to the process or method; adjustments cannot be made to the criteria against which participants will be assessed.

A Reasonable Adjustment can be requested on the grounds of disability whether visible or hidden (physical or mental) that could be temporary or long term.

Examples of reasonable adjustments that may be granted from Head Office for BRC competition:

- Callers
- Dress rules
- Tack adjustments
- The availability of support personnel or equipment
- Eligibility adjustments

Other adjustments that could be requested but could be implemented at club level without a reasonable adjustment from HQ may be time related. A person with a disability may find benefit to being first/last or straight after a break where a collecting ring may be less crowded. Allowing someone to be led into a competition ring, use extra-large letters in dressage or have someone directing around a course of show jumps.

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### **Before the activity**

If you are aware of someone's hidden disability consideration can be given to the following:

- Timing requirements to have less people in the collecting ring
- Existing reasonable adjustments

### **Collecting Rings Stewards**

- Check to see if they have any reasonable adjustments that may need accommodating – this should be on your clipboard
- They may not need any additional assistance, but always ask
- Keep them updated on how many to go before them, especially if running late
- If running early, do not put pressure on them to go before their time
- If you see any competitors not giving enough space – speak to those quietly and ask them to be understanding

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