

Dear Cycling Time Trials Board of Directors,

We are contacting you in relation to gender inequality in the events governed by Cycling Time Trials (CTT). In this letter we provide details of signatories to an open letter which we are presenting to CTT, and research that we have conducted and provided to the Equality Advisory and Support Service along with their subsequent judgment on the inequality inherent with an overall prize.

Despite significant progress in recent years, the 2020 hill climb season saw several high-profile occasions where the issue of gender inequality in prize money caused conflict. Whilst competitors are unlikely to be primarily motivated to compete by the prize money on offer, it has great symbolic value as a way of recognising their achievements. When distributed in a fair manner, prize money goes a long way to promoting inclusivity in a sport where female athletes are significantly under-represented.

In response to an unfortunately worded email sent by an organiser in the South West district to one of our riders, Team Lifting Gear Products Cycles in Motion wrote and published an open letter putting the case forward for a rule change mandating a minimum standard of equality in the distribution of prize money (see attached). On the same day, another female rider alleged receiving verbal abuse, linked to an enquiry about unequal prize money, from an organiser at a hill climb in the Yorkshire district, an incident that attracted the attention of the cycling press. A sport governing body that is doing their job cannot be indifferent on matters of gender equality. The reputational damage already sustained by Cycling Time Trials on the issue because of the lack of action and apparent disinterest has been considerable, and with the recent changes to its board of directors, now is the perfect time for CTT to take a lead on this issue.

The open letter has gathered 4,305 signatures to date. Amongst them are those of Olympic champions, national champions, grand tour stage winners, and sports television presenters. Alongside the high-profile signatories are 300 people involved in organising cycling events, thousands of CTT competitors, and numerous spectators and supporters.

Whilst there are reasonable discussions that need to take place on the exact wording of the amendments to the CTT regulations, changes are needed, for the reasons cited in the letter. The number of signatories and their roles within the sport unequivocally demonstrates that these changes will be well supported.

Linked to the open letter, we wrote to the Equality Advisory and Support Service (EASS) on the guidance of the Equality and Human Rights Commission. This was regarding events offering an "Overall" prize. Organisers and fellow competitors have previously made the case that this does not contribute to inequality because women are in theory eligible for the overall prize, should they win the event. However, research using data from past events supported our view that whilst this prize structure is not overtly labelled against female participants, it is as closed off to them as if it were listed as a men's prize; no female has won outright in a CTT open event since 2016. On average, the first woman finished in 22<sup>nd</sup> place in the 2,338 events between 2016-2020 that we gathered data from.

We were able to cite this research in communications with the EASS, in order to support the argument that an overall prize is unjust and allow them to look at whether this would mean that an overall prize contravened any laws. The EASS responded that in light of the evidence provided (see attached), an overall prize is against the Human Rights Act of 1997 and the Equality Act of 2010. They advised us to proceed by writing to you first as the governing body for the sport and asking what action you will take to govern on this issue.

In response to being presented with the attached open letters and resulting list of signatories, and documents from the EASS enquiry, we request that CTT take the following actions:

- Acknowledge the issue, and publish a statement highlighting its commitment to inclusivity and progressing gender equality in cycling;
- Take action regarding prize structures which include an overall prize;
- Make changes to the rules to require equal prize money (as covered in the open letter);
- Provide input and give backing to an equal prize money kite mark scheme for clubs to sign up to (this is currently being designed by members of this group); and,
- Communicate with event organisers and districts about prize structures.

By showing itself to be taking an active role in tackling issues of equality, we hope that CTT can preserve its future and build a better and more inclusive sport. As a group we are willing to support CTT in making the changes identified above.

Yours faithfully,

Dr Andy Nichols (Team Lifting Gear Products Cycles in Motion)

For and on behalf of the following working group:

Alice Thomson, Andy Nichols, Anthony Atkin (Chair), Gemma Wilks, Haddi Conant, Lillie Sanders, Mandy May Lane, Mark Leeming, Michelle Lee (Project Manager), Paul Dean, Richard Gildea, Mel Nicholls, Rebecca Richardson.