

SCOTTISH DISABILITY SPORT

EQUALITY POLICY

1. INTRODUCTION

- 1.1. Scottish Disability Sport (SDS) is fully committed to promoting equality. Fairness, justice, respect for each other, inclusion, addressing inequalities and removing barriers are just some of the principles of equality that influence SDS development, delivery and decision making. SDS believes that everybody should have the opportunity to participate in physical activity, including sport, and no individual should be discriminated against for reasons of gender reassignment, race, disability, age, religion or belief, sex, sexual orientation, marriage and civil partnership, pregnancy and maternity. SDS recognises and acknowledges that inequalities do exist in Scottish sport. SDS is committed to taking positive steps and being pro-active in overcoming these inequalities. By taking positive action SDS will try to ensure that physical and attitudinal barriers are removed and traditionally excluded communities are welcomed into sport.
- 1.2. SDS recognises the importance of introducing a robust and all embracing equality policy. SDS has a strong commitment to implementing and promoting the Equality Standard throughout the organisation and its member Branches.
- 1.3. SDS is totally committed to promoting and achieving equality and ensuring that unfair discrimination is eliminated. Discrimination on any of the grounds listed in paragraph 1.1 will not be tolerated in SDS.

2. COMMITMENT TO EQUALITY

- 2.1. SDS will ensure that the needs of all Scottish communities are considered when developing programmes, services, procedures and policies.
- 2.2. SDS will address any form of discrimination that occurs within the organisation.
- 2.3. SDS will meet statutory and legislative obligations to eliminate discrimination and increase equality in sport. SDS will remain informed of new developments in equalities legislation. SDS will ensure it continues to promote age, disability, gender reassignment, race, religion or belief, sex (gender), sexual orientation, pregnancy and maternity and marriage and civil

partnership in line with legislative requirements. SDS will produce an Equality Action Plan that strengthens the existing commitment to equality and addresses areas of weakness and required development.

3. SDS COMMITMENTS

3.1. Accountability for Equality

SDS will ensure that there is a strong commitment to equality at the most senior level within the organisation. The Board of SDS is responsible for ensuring that the Equality Policy is followed. The Chief Executive Officer has overall responsibility for the implementation of the Equality Policy. The SDS National Development Officer is the lead officer for equality on a day to day basis.

3.2. Staff Time and Resources

3.2.1. 50% of the work programme of the National Development Manager will be dedicated to work related to equality.

3.2.2. Equality will be a standing agenda item for SDS staff meetings and each staff member will have included within their work programme issues related to equality.

3.2.3. SDS will allocate a budget for equality which will include specific funds for implementing and overseeing the equality policy and Equality Action Plan. SDS will invest in innovative programmes that have a positive effect on the participation and inclusion of under represented groups in disability sport e.g. children and young people, women, those with severe physical disabilities, sensory disabilities and individuals from black and minority ethnic communities.

3.3. Employment

3.3.1. SDS is committed to being an equitable employer and recognises and encourages diversity, inclusion and respect within its workforce. SDS will have in place employment conditions and practices that ensure all staff are treated equitably.

3.3.2. SDS will ensure that no member of the workforce suffers harassment direct or indirect discrimination or victimisation. In the event of instances of harassment, direct or indirect discrimination (including pregnancy and

maternity), or victimisation, robust grievance and disciplinary procedures will be firmly upheld.

3.3.3. SDS will continue to operate equitable, open and transparent recruitment and selection policies and procedures to ensure that discrimination does not occur. Staff will be appointed on their ability to carry out the job in question.

3.3.4. SDS has in place a Code of Conduct that adequately reflects what is expected of Board members, volunteers, coaches, officials etc. in terms of equitable conduct when carrying out their duties.

3.4. Education, Training and Development

SDS will ensure that its staff, Board and key volunteers have an understanding of the principles of equality, diversity and inclusion in sport. Consequently SDS will ensure that Board members and staff receive ongoing education and training on equality and its impact on sport. Staff and volunteers within SDS will receive briefings on the Equality Policy and its implications.

3.5. Partnership Support and Development

3.5.1. SDS will continue to work and develop relationships with key partners in sport to develop programmes, policies and initiatives that are inclusive and to share information and good practice.

3.5.2. SDS will develop links with new partners in areas of sports equality.

3.5.3. SDS will provide advice and officer support to organisations and agencies that wish to promote inclusion through sport.

3.6. Communication and Access to Information

3.6.1. SDS will continue to work with the media and celebrate the success of athlete members with a disability. SDS will continue to promote its athlete members as positive role models, particularly those athletes from under-represented groups.

3.6.2. SDS will consider equality when producing newsletters and reports and attempt to ensure that images are used that reflect diversity within the Scottish population. SDS

is committed to the use of inclusive (gender-neutral) language.

- 3.6.3. SDS will give due regard to equality and accessibility of information in all matters relating to the Association website.
- 3.6.4. SDS will as far as possible and within available resources attempt to provide information in alternative formats and languages.
- 3.6.5. SDS will ensure that its equality policy and its commitment to equality are communicated to all staff, Board members, coaches, officials, athletes, Branches and partners in sport.
- 3.6.6. The SDS Equality Policy will be circulated extensively throughout the organisation in hard copy and appear on the SDS website. It will also form part of the SDS Handbook.
- 3.6.7. All new staff will be directed to read the Equality Policy as part of their induction.

3.7. Policy Review and Programming

- 3.7.1. SDS is committed to ensuring that equality is given due regard when developing new policies, programmes, projects, services or initiatives.
- 3.7.2. SDS will constantly review the equality impact of its key policies from 2013 onwards.

4. IMPLEMENTATION OF THE POLICY

- 4.1. SDS will produce an Equality Action Plan that will provide a framework for implementing the equality policy. The plan will address communication, equality training for staff and volunteers and ensure that the policy influences all of the policies, programmes and activities of the Association.
- 4.2. The SDS Equality Action Plan will include timelines for satisfying the requirements of the Equality Standard: A Framework for Sport.
- 4.3. Equality affects the whole Association and the Equality Action Plan will have an impact on all areas of Association work. The Equality Action Plan will form part of the Association's Strategic Plan and individual work programmes.

- 4.4. SDS recognises in some instances that it may be necessary to take positive action to satisfy the principles of equality as they relate to under represented and traditionally marginalised groups.
- 4.5. SDS will ensure that its Equality Policy is communicated throughout the Association and especially to staff members, key volunteers and coaching staff.
- 4.6. SDS will ensure that its Equality Policy is freely accessible within available resources to all sections of the community.
- 4.7. SDS will strive to highlight the diverse nature of its participant membership in promotional material, website and media releases and presentations.

5. MONITORING AND EVALUATION

- 5.1. Once approved, the SDS Equality Policy will apply for three years and then a formal review will take place. This may change if the Board determines that a legislative change necessitates an interim review or amendment. During any review, structures will be put in place that offer staff, volunteers, member organisations and external partners the opportunity to be part of the review process.
- 5.2. The SDS Equality Action Plan will be reviewed by the Chief Executive Officer and National Opportunities & Equalities Manager responsible for the day to day operation and implementation of equality. Regular monitoring and review of the Equality Action Plan will be addressed as part of the Association strategic planning process. The Plan will address the needs of all communities and consider in particular individuals with a physical, sensory and/or learning disability.
- 5.3. SDS will establish and maintain procedures and systems for collecting equality data to monitor the progress of the policy in practice. The Chief Executive Officer will submit an annual report to the Board on equality progress against key objectives. This report will be disseminated both internally and externally to demonstrate the impact of the policy. Information will be processed in accordance with the Data Protection Act 1998 and any further amendments.

6. GRIEVANCES

- 6.1. Any member of staff who believes that he or she has been unfairly directly or indirectly discriminated against, harassed or victimised by any other member of SDS or Board should raise the matter with the Chief Executive Officer in the first instance. If the allegation is against the Chief Executive Officer the matter should be raised with the Chair of the Association. SDS is committed to ensuring that its employees are able to conduct their activities free from harassment and victimisation.
- 6.2. Any individual who is not a member of SDS staff (e.g. athlete or volunteer) but feels that he or she has suffered inequitable treatment as a result of a decision made by SDS should follow the procedures outlined in SDS Complaints Policy which is included in the SDS Ethics and Equality Policies and Procedures.

7. LEGAL REQUIREMENTS

In addition to the intent set out within its Equality Policy SDS recognises its obligations in relation to a number of acts including the following

Equality Act 2010

Rehabilitation of Offenders Act 1974

Sex Discrimination (Gender Reassignment) Regulations 1999

Human Rights Act 1998

Scotland Act 2000

Gender Recognition Act 2004

Civil Partnership Act 2004

Data Protection Act 1998 and any further amendments

Any later amendments to the above Acts/Regulations or future Acts/Regulations that are relevant to SDS.

<p><i>Approved at Board Meeting on Friday 30 October 2016</i></p>
--