



The Equality Standard – A Framework for Sport

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 such as gender, race, disability, age, religion and belief, sexual orientation, marriage and Civil Partnership, Pregnancy and Maternity or Gender Reassignment. The SDS Equality Policy statement is included within the SDS Ethics and Equality Policies and Procedures Manual available from all SDS Branch contacts. It is also on the SDS web site and may be accessed through the SDS administrators.

The Equality Standard is owned by the 5 sports councils, (UK Sport, sportscotland, Sport England, Sport Wales and Sport Northern Ireland), through the Sports Councils Equality Group. The Standard was first launched in November 2004 and relaunched in March 2012 to ensure it remained fit for purpose and was fully up to date with the latest legislation. The standard is a framework to guide sports and community organisations towards achieving equality. It has four levels of achievement; Foundation, Preliminary, Intermediate and Advanced and assists organisations in developing structures and processes, assessing performance and ensuring continuous improvement in equality.

The Standard is a vehicle for widening participation opportunities especially for underrepresented groups such as women, ethnic minority groups and individuals with severe and complex needs. SDS achieved the Intermediate level of the Equality Standard in May 2015. In order to meet the requirements for the Intermediate level SDS had to achieve the following outcomes:

- The organisation demonstrates that it is implementing and reviewing the equality action plan and has collected updated policy data.
- Internal policies and procedures consider the impact on people who share protected characteristics.
- The organisation is working towards increasing the diversity of people participating/using its services.

SDS will start the process for the Advanced level for the Equality Standard in 2016/17.