

Scottish Disability Sport Equality Group Terms of Reference

The role of the Scottish Disability Sport (SDS) Equality Group is as follows:

- To ensure fairness in disability sport for existing and potential athletes, players, leaders, coaches, officials and volunteers regardless of age, disability, gender, race, religion or belief, sex (gender), sexual orientation, pregnancy and maternity, marriage and civil partnership
- To offer guidance, information and share updates – general and within legislation
- To promote equal opportunities in every aspect of disability sport and ensure we are promoting equitable practice
- To contribute to the preparation of SDS data and evidence for the Equality Standard

Equality Group Composition:

SDS Opportunities & Equalities Manager - Chair

Chief Executive Officer

Pathways Manager

Performance Manager

Opportunities and Events Manager

Education and Development Manager

Finance Manager

SDS Regional Managers

Terms of Reference

1. To contribute to the SDS submission for the Equality Standard- a Framework for Sport.
2. To advise the SDS Board, SDS committees and other relevant agencies on matters concerning equality and disability sport.
3. To liaise with the sportscotland Equality Officer and relevant equality organisations on issues concerning disability sport and the under representation of specific equality groups.
4. To offer support to Lead Officer for Equality within SDS.
5. To contribute to the process of regular review and evaluation of the SDS Equality Policy and share amongst partners.
6. To monitor, review, contribute to and deliver the SDS Equality Action Plan. Set measurable targets with performance indicators and clear outcomes.
7. To ensure that appropriate equality training is offered to staff, leaders, coaches and teachers, volunteers and officials in consultation with the Education and Coaching Manager.
8. To identify, celebrate and communicate examples of good equality practice throughout the organisation.