

Equality Monitoring FAQs

1 Why are you asking for my/my child's equality profile information?

Equality Monitoring is the process used to collect, store and analyse data about people who use our services. It covers a range of equality groups, known as 'protected characteristics'.

These are; age, disability, ethnicity (race), sex, marriage and civil partnership, pregnancy and maternity, religion/belief, sexual orientation, and gender identity.

We work hard to ensure people are not discriminated against when accessing our services. We aim to ensure our services are fully inclusive and accessible to everyone. To make this possible we need to be aware of and understand different needs and review the accessibility of our services.

We have a legal duty to ensure all our services are fully inclusive¹. To make this possible we need to be aware of the equality profile of the people who are using our services or involved in our activities to establish whether this is representative of the community we serve. Accurate information on the equality profile of our membership will help us identify areas of under-representation and where we need to target initiatives to reduce barriers and develop inclusion strategies for specific groups.

We invite all our members to provide their equality profile information. Although this information is very important to us, we appreciate not everyone is comfortable providing this information so every question allows you to respond by selecting the "prefer not to say" option.

2 Who can access this information and how will it be used?

The equality monitoring information is linked to your / your child's membership record that you can access and update by logging into your / your child's profile.

The equality profile information can only be seen by you and the only people that would be able to access this data on your record would be our data analysts and limited IT staff for system maintenance purposes.

We will only use this information to prepare anonymised statistical reports. These reports will also use other data contained on your membership record e.g. your age, and may report on specific sections of our membership e.g. coaches, gymnasts, performance programme athletes etc. We will always ensure that the data is presented in a way that makes it impossible to identify any individual members.

We are required to share the reports on the diversity of our members to **sportscotland** who provide funding to support some of our programmes and where appropriate, we may publish statistical information about the equality profile of our membership and key groups within it on our website.

3 My/my child's ethnicity/religion or belief etc. is not listed. What do I fill in?

It is not possible to have a list of all the different options. In most cases, we have use the same list as used in the 2011 census. We have included an option of choosing "other" and provided a text box to state this. In the future, we may review our field if it is deemed appropriate to include additional choices.

¹ In respect of our performance programmes, this means that anyone, subject to meeting the required performance criteria, should be able to take part in the programme.

4 Will the information I disclose have an impact on the service I / my child receives?

This information is confidential and although the IT department could access the information on your record, they are only permitted to do so if they need to make system updates or repairs.

Our data analysts will not be required to view individual members and will treat this information as strictly confidential.

However, we would hope that if there is anything we can do to support your access to our services, then you would feel confident to share information with a relevant member of staff who will do their best to support your individual needs. Please note that if you do choose to share information with a member of staff, they will not disclose this information without your explicit consent.

5 Why are you asking about sexual orientation?

Only people aged 16 and over will be asked to provide respond to this question. As a protected characteristic, sexual orientation is afforded the same legal protection as the other characteristics e.g. age, sex, ethnicity, disability, religion etc. To be fully inclusive, we need to ensure we monitor this protected characteristic in any appropriate way and take steps to address any inequalities or under-representation, as we would with any other characteristic.

6 Why am I being ask if my / my child's sex at birth is the same as the gender to which I / they identify?

We are aware of a significant number of people who are or want to take part in gymnastics who identify with a gender which is different from the sex they were assigned on birth, many of whom are children. We are committed to supporting all trans people to have a positive experience in the sport and to be able to access gymnastics activities without barriers. As with all the protected characteristics, it is important we monitor the number of people from each group accessing the sport. While we understand that this can be a hugely sensitive area, we hope you will feel confident to share this information with our assurance that the data will be confidential and securely stored. Please feel free to contact our Customer Service team if you want to have a confidential discussion about your access to our services, including our competition programmes.

7 How often do I need to provide this information?

As your equality profile information is stored on your membership record, you only need to provide it once. You can log into your membership record at any time to view or amend your equality profile.

Please contact Lara Gregson, Equality Lead, if you have any further questions about equality monitoring or how we are promoting equality and diversity across the sport.