



EQUALITY & DIVERSITY POLICY



Equality and Diversity Policy created October 2013
Reviewed and updated June 2015
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Foreword

Scottish Gymnastics believe that those who wish to participate at any level or capacity within the sport of gymnastics should be free to do so without fear of discrimination or victimisation.

Within this policy we outline our expectations of Scottish Gymnastics members and the guidelines for dealing with this sensitive area. It is important to acknowledge that the implementation of this policy is a two way process and we will be happy to assist with any of your concerns.

This is a legal obligation therefore any breaches of this policy will be dealt with in an appropriate manner.

The overarching principle of this policy is to make gymnastics within Scotland inclusive for all current and potential members, where appropriate addressing barriers to involvement helping underrepresented groups to become more involved.

Scottish Gymnastics Board of Directors

Policy Statement

Scottish Gymnastics endorses the principle of sports equality and will strive to ensure that everyone who wishes to be involved in gymnastics, whether as gymnasts, coaches, volunteers, office-bearers within clubs, technical committee members or those employed within Scottish Gymnastics:

- has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, ethnic origin, socioeconomic status or sexual orientation; and
- can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to enjoy their participation within gymnastics without the threat of intimidation, victimisation, harassment or abuse.

Legal Obligations

Scottish Gymnastics is committed to avoid and eliminate unfair discrimination of any kind in gymnastics, and will under no circumstances condone unlawful discriminatory practices. We as an organisation take a zero tolerance approach to harassment. Examples of the relevant legislation and behaviours in question are given in the Appendix.

Positive Action

The principle of Sports Equality goes further than simply complying with legislation. It entails taking positive steps to counteract the effects of physical or cultural barriers - whether real or perceived - that restrict the opportunity for all sections of the community to participate equally and fully.

Scottish Gymnastics will therefore seek to institute, support or contribute to appropriate measures or initiatives that enable access to gymnastics and participation in associated activities by people from any group that is under-represented in the sport or has difficulty accessing it.

Implementation

The following steps will be taken to publicise this policy and promote sports equality within gymnastics:

- A copy of this document will be published on the Scottish Gymnastics website.
- The Scottish Gymnastics Chair will take overall responsibility for ensuring that the policy is observed.
- The Board of Directors and senior leadership team will take full account of the policy in arriving at all decisions in relation to activities of Scottish Gymnastics.
- Scottish Gymnastics will collaborate fully with any surveys or other initiatives designed to assess the level of participation of different sections of the community in gymnastics and will take account of the findings in developing measures to promote and enhance sports equality in gymnastics.
- Scottish Gymnastics will provide access to training for all Board members and all staff to raise awareness of both collective and individual responsibilities.

- Scottish Gymnastics clubs should:
 - formally adopt this policy; and
 - take steps to ensure that their committees, members and volunteers behave in accordance with the policy, including where appropriate, taking disciplinary action under the Club's constitution; and
 - ensure that access to membership is open and inclusive;
 - support such measures and initiatives that Scottish Gymnastics may institute or take part in to advance the aims of this policy.

- It will be a condition of Scottish Gymnastics membership that individual and life members:
 - commit to act in accordance with this policy; and
 - support such measures and initiatives that Scottish Gymnastics may institute or take part in to advance the aims of this policy.

Responsibility, Monitoring, and Evaluation

The Board will be responsible for ensuring the implementation of this policy and will review all activities and initiatives against the aims of the policy on a regular basis.

The Board, or where appropriate the Board Equality Champion, will review any measures or initiatives that Scottish Gymnastics may institute or take part in to promote and enhance sports equality in gymnastics, and will share within the annual report.

The Board will review the policy itself at intervals of no more than three years, (or when necessary due to a change in legislation).

Complaints and compliance

Scottish Gymnastics regards all of the forms of discriminatory behaviour, including (but not limited to) behaviour described in the Appendix as unacceptable, and is concerned to ensure that individuals feel able to raise any grievance or complaint related to such behaviour without fear of being penalised for doing so.

Appropriate disciplinary action will be taken against any employee, member or volunteer who violates the Scottish Gymnastics Equality and Diversity Policy.

Any person who believes that he or she has been treated in a way that they consider to be in breach of this policy by a member club, individual member or employee of Scottish Gymnastics, should first raise their complaint with that person or club. If this does not resolve the matter, or in the case of allegations of discriminatory behaviour against Scottish Gymnastics itself, the person may raise the matter directly to the Head of Operations via the complaint procedure.

The complaint will then be dealt with as outlined in our Code of Conduct for Clubs, which can be accessed through www.scottishgymnastics.org

APPENDIX – Relevant legislation and forms of unacceptable discrimination

Legal rights

Discrimination has been legally defined through a series of legislative acts, including the Race Relations Act, the Sex Discrimination Act, the Disability Discrimination Act and the Equality Act 2006.

In April 2010, the Equality Act 2010 received Royal Assent. The Equality Act 2010 is a new law which harmonises where possible, and in some cases extends, protection from discrimination. It applies throughout the UK and came into force in October 2010.

Discrimination refers to unfavourable treatment on the basis of particular characteristics, which are known as the 'protected characteristics'. Under the Equality Act 2010, the protected characteristics are defined as age, disability, gender reassignment, marital or civil partnership status, pregnancy and maternity, race, religion or belief, sex (gender) and sexual orientation.

Under the Equality Act 2010, individuals are protected from discrimination 'on grounds of' a protected characteristic¹. This means that individuals will be protected if they have a characteristic, are assumed to have it, associate with someone who has it or with someone who is assumed to have it.

Forms of discrimination and discriminatory behaviour include the following:

Direct discrimination

Direct discrimination can be described as less favourable treatment on the grounds of one of the protected characteristics.

Indirect discrimination

Indirect discrimination occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons.

Discrimination arising from disability

When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only /relates to disability.

Harassment

Harassment is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person.

Victimisation

It is unlawful to treat a person less favourably because he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so. To do so would constitute victimisation.

Bullying

Bullying is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual.

¹ The exception to this is pregnancy and maternity, which does not include protection by association or assumption – a woman is only protected from discrimination on grounds of her own pregnancy.