

Disability Sport Glasgow

EQUALITY POLICY

Data Control

Approved by DSG Committee

Approval Date: February 2024

Review Date: April 2025

1. INTRODUCTION

- 1.1. DSG 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 DSG development, delivery and decision making. DSG 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 or pregnancy and maternity. These are known as the protected characteristics (Equality Act 2010). Recognises and acknowledges that inequalities do exist in Scottish sport. DSG is committed to taking positive steps and being pro-active in overcoming these inequalities. By taking positive action DSG will try to ensure that physical and attitudinal barriers are removed and traditionally excluded communities are welcomed into sport.
- 1.2. DSG recognises the importance of introducing a robust and all-encompassing equality policy. DSG has a strong commitment to implementing and promoting equality throughout the organisation and its affiliated member clubs.
- 1.3. DSG is totally committed to promoting and achieving equality and ensuring that all 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. DSG will ensure that the needs of all our member clubs are considered when developing programmes, services, procedures and policies.
- 2.2. DSG will address any form of discrimination that occurs within the organisation. **(See appendix one).**
- 2.3. DSG will meet statutory and legislative obligations to eliminate discrimination and increase equality in sport. DSG will remain informed of new developments in equalities legislation. DSG will ensure it continues to promote age, disability,

gender reassignment, race, religion or belief, sex (gender), sexual orientation, in line with legislative requirements. DSG will produce an Equality Action Plan that strengthens the existing commitment to equality and addresses areas of weakness and required development.

3. DSG COMMITMENTS

3.1. DSG has in place a Code of Conduct that adequately reflects what is Expected of committee members, volunteers, coaches, officials and athletes In terms of equitable conduct when carrying out their duties.

3.2. Education, Training and Development

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

3.3. Partnership Support and Development

3.3.1. DSG 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.

3.3.2. DSG will develop links with new partners in areas of sports equality.

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

3.4. Communication and Access to Information

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

3.4.2. DSG will consider equality when producing newsletters and reports, to ensure that images are used that reflect diversity within our area. DSG is committed to the use of inclusive (gender-neutral) language.

3.4.3. DSG will give due regard to equality and accessibility of information in all matters relating to their website.

3.4.4. DSG will as far as possible and within available resources attempt to provide information in alternative formats and languages if requested.

3.4.5. DSG will ensure that its equality policy and its commitment to equality are communicated to all committee members, coaches, officials, athletes, and partners in sport.

3.4.6. The DSG Equality Policy will be circulated to our club members and appear on the DSG website.

3.5. **Policy Review and Programming**

3.5.1. DSG is committed to ensuring that equality is given due regard when developing new strategies, policies, programmes, projects, services or initiatives.

3.5.2. DSG will constantly review the equality impact of its key policies as part of the Board Policy review cycle every 2 years.

4. **IMPLEMENTATION OF THE POLICY**

4.1. DSG will adopt and work to the SDS Equality Plan that will provide a framework for implementing the equality policy.

5. **MONITORING AND EVALUATION**

5.1. Once approved, the DSG Equality Policy will apply for two years and then a formal review will take place.

6. **GRIEVANCES**

6.1. Anyone who believes that he or she has been unfairly directly or indirectly discriminated against, harassed, bullied or victimised based on a protected characteristic by any member of DSG or Board should raise the matter with the Chair. If the allegation is against the Chair, the matter should be raised with the SDS Regional Manager.

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 and the Enterprise and Regulatory Reform Act 2012 – which adds political belief as a 10th protected characteristic

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

APPENDIX ONE – 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 (employment only until 2012), disability, gender reassignment, marital or civil partnership status (employment only), pregnancy and maternity, race (which includes ethnic or national origin, colour or nationality), 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.

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