



FORTH VALLEY DISABILITY SPORT

EQUALITY POLICY

1. INTRODUCTION

- 1.1. Forth Valley Disability Sport (FVDS) 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 FVDS development, delivery and decision making. FVDS 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, pregnancy and maternity. FVDS recognises and acknowledges that inequalities do exist in Scottish sport. FVDS is committed to taking positive steps and being pro-active in overcoming these inequalities. By taking positive action FVDS will try to ensure that physical and attitudinal barriers are removed and traditionally excluded communities are welcomed into sport.
- 1.2. FVDS recognises the importance of introducing a robust and all embracing equality policy. FVDS has a strong commitment to implementing and promoting the Equity Standard throughout the organisation and its member Branches.
- 1.3. FVDS is totally committed to promoting and achieving equality and ensuring that unfair discrimination is eliminated. Discrimination on any of the grounds listed in paragraph 1.1 will not be tolerated in FVDS.

2. COMMITMENT TO EQUALITY

- 2.1. FVDS will ensure that the needs of all Scottish communities are considered when developing programmes, services, procedures and policies.
- 2.2. FVDS will address any form of discrimination that occurs within the organisation.
- 2.3. FVDS will meet statutory and legislative obligations to eliminate discrimination and increase equality in sport. FVDS will remain informed of new developments in equalities legislation. FVDS will ensure it continues to promote age, gender reassignment, disability, pregnancy and maternity in line with legislative requirements.

3. GDS COMMITMENTS

- 3.1. **Accountability for Equality**

FVDS will ensure that there is a strong commitment to equality at the most senior level within the organisation. The trustees of FVDS are responsible for ensuring that the Equality Policy is followed.

3.2. Education, Training and Development

FVDS will ensure that its trustees and key volunteers have an understanding of the principles of equality, diversity and inclusion in sport. Consequently FVDS will ensure that trustees receive on going education and training on equality and its impact on sport.

3.3. Partnership Support and Development

3.3.1. FVDS 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. FVDS will develop links with new partners in areas of sports equality.

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

3.4.2. FVDS will consider equality when producing newsletters and reports and attempt to ensure that images are used that reflect diversity within the Scottish population. FVDS is committed to the use of inclusive (gender-neutral) language.

3.4.3. FVDS will give due regard to equity and accessibility of information in all matters relating to the Association website.

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

3.4.5. FVDS will ensure that its equality policy and its commitment to equity are communicated to all trustees, coaches, officials, athletes and partners in sport.

3.4.6. The FVDS Equality Policy will be circulated extensively throughout the organisation by email.

3.5. Policy Review and Programming

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

4. IMPLEMENTATION OF THE POLICY

- 4.1. FVDS recognises in some instances that it may be necessary to take positive action to satisfy the principles of equality as they relate to under represented and traditionally marginalised groups.
- 4.2. FVDS will ensure that its Equality Policy is communicated throughout the branch and especially to trustees, key volunteers and coaching staff.
- 4.3. FVDS will ensure that its Equality Policy is freely accessible within available resources to all sections of the community.
- 4.4. FVDS will strive to highlight the diverse nature of its participant membership in promotional material, website and media releases and presentations.

5. MONITORING AND EVALUATION

- 5.1. Once approved, the FVDS Equality Policy will apply for three years and then a formal review will take place. This may change if the trustees determines that a legislative change necessitates an interim review or amendment. During any review, structures will be put in place that trustees, volunteers, clubs and external partners the opportunity to be part of the review process.

6. GRIEVANCES

- 6.1. Any member of staff who believes that he or she has been unfairly directly or indirectly discriminated against, harassed or victimised by any other member of FVDS should raise the matter with the Chairperson in the first instance. If the allegation is against the chairperson the matter should be raised with the Vice - Chair of the Association. FVDS is committed to ensuring that its volunteers are able to conduct their activities free from harassment and victimisation.
- 6.2. Any individual who is not a member of FVDS staff (e.g. athlete or volunteer) but feels that he or she has suffered inequitable treatment as a result of a decision made by FVDS should follow the procedures outlined in FVDS Complaints Policy which is included in the FVDS Ethics and Equality Policies and Procedures.

7. LEGAL REQUIREMENTS

In addition to the intent set out within its Equality Policy GDS recognises its obligations in relation to a number of acts including the following

Equality Act 2010

Rehabilitation of Offenders Act 1974

Sex Discrimination (Gender Reassignment) Regulations 1999

Human Rights Act 1998

Scotland Act 2000

Gender Recognition Action 2004

Civil Partnership Act 2004

Data Protection Act 1998 and any further amendments

Any later amendments to the above Acts/Regulations or future Acts/Regulations that are relevant to GDS.

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