



TWIRLSPORT SCOTLAND

Equality, Diversity and Inclusion Policy

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1. Policy Statement

We value the diversity and inclusion of all people within TwirlSport Scotland and we are committed to meeting the needs of all.

When we talk about diversity, inclusion and the equality legislation, it's useful to set out what we mean by those terms. We've set that out in the following table:

Diversity

The collective mixture of differences and similarities that include, for example, individual and organisational characteristics, values, beliefs, experiences, backgrounds, preferences and behaviours.

Inclusion

The achievement in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the success of our organisation within Scotland.

Equality Act 2010

This is the legal requirements to ensure we don't discriminate against individuals, but not only do we need to meet these requirements but we want to exceed them.

We recognise that to achieve our vision and values, TwirlSport Scotland must be a thriving and sustainable organisation, that can adapt and be tailored to the needs of all its members.

We also recognise, respect and value the diversity of our members as an asset and key resources in enhancing and maximising performance to effectively meet the diverse needs of everyone.

We are committed to eliminating discrimination and encouraging a culture that values and promotes equality, diversity and inclusion across the organisation.

Under the Equality Act 2010, we need to have in place policies which ensure we don't discriminate against groups with protected characteristics. These characteristics are: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation.

2. Purpose

The purpose of this policy is to:

Ensure that all our members are treated fairly, equally and with respect. This includes all aspects including:

- Competitions and Championships
- Resources
- Learning and Development
- Development opportunities
- Dealing with grievances and complaint issues;
- Communication

We must make sure that we do not discriminate against members on any basis.

To oppose and avoid all forms of unlawful discrimination.

3. Scope

All members within TwirlSport Scotland are covered by the contents of this policy.

4. Our Commitment

We are committed to:

- Creating an environment free of bullying, harassment, victimisation and unlawful discrimination.
- Promoting dignity and respect for all our members
- Encouraging diversity and inclusion, recognising individual differences between all members and recognising everyone's contribution.
- Delivering training of all professional members about their rights and responsibilities under this policy
- Protecting all members from unlawful discrimination, harassment or victimisation
- Supporting all members by investigation thoroughly any relevant issues raised and addressing appropriately
- Investing in reasonable adjustments that need to be made.

5. What we will do

Handling Complaints

- We will take all complaints of bullying, harassment, victimisation and unlawful discrimination seriously
- All complaints will be dealt with under our grievance and disciplinary procedures. This means we will take appropriate action as set out in those procedures.

Learning and Development

- We will make opportunities for training, development and progress available to all members
- We will ensure Equality training is available to all members

Reasonable Adjustments

We will consider and review any reasonable adjustment necessary to support all members of the organisation

6. Evaluation and Review

- This Policy has been developed all include all members
- This Policy is to be communicated to all members
- This Policy will be reviewed annually (March/April)

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7. Further Information Definitions

Equality

This is about ensuring that every individual has an equal opportunity to make the most of their lives and talents. It is about understanding that no one should have poorer life chances because of where, what or whom they were born, what they believe, or whether they have a disability. Equality recognises that historically, certain groups of people with particular characteristics e.g. race, disability, sex and sexuality, have experienced discrimination.

Diversity

This is about recognising, respecting and valuing differences between individuals and groups. It is not about treating everyone in exactly the same way, but treating people as individuals and creating a working culture and practices that harness and appreciate differences.

Protected Characteristic

The Equality Act 2010 refers to the 9 groups who are protected from discrimination because of a characteristic they share i.e. age, sex, race, sexual orientation etc. This is a protected characteristic.

Discrimination

This is where you treat a person or a group differently or unequally in comparison with other people or groups, based on a characteristic they have or that you think they have.

Unlawful Discrimination

This is discrimination based on the protected characteristics listed in the Equality Act 2010. It includes: direct discrimination, indirect discrimination, discrimination arising from a disability and discrimination by perception or by association.

Direct Discrimination

This where someone is treated unfairly or unequally because of their protected characteristic. This could be not employing someone because they are black or because they are disabled.

Indirect Discrimination

This is where organisation's practices, policies or procedures have the unintentional effect of disadvantaging people who share certain protected characteristics.

Discrimination by Perception

This is where someone thinks that you have a characteristic and treats you less favourably, for example where an employer believes an employee is gay or is of a particular race, and treats him or her less favourably as a result.

Discrimination by Association

This is where you're treated less favourably because a colleague, associate, family member or friend has a protected characteristic.

Harassment

Unwanted behaviour related to a protected characteristic which has the purpose or effect of violating someone's dignity or which creates a hostile, degrading, humiliating or offensive environment.

Victimisation

This is treating someone unfavourably because they have taken some form of action relating to the Equality Act, e.g. made a complaint under the Act or supported somebody who is doing so, such as appearing as a witness.

Reasonable Adjustment

This is any change that we can make to the organisation that could help prevent a member with a disability being at a disadvantage.

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