



SCOTTISH PARA-FOOTBALL

Equality Policy

This policy is written to underpin both Scottish Para-Football as well Para-Football Game Leader Organisations who are members of Scottish Para-Football. Therefore this policy will be adopted by each individual Para-Football Game Leader Organisation. If your concern relate to Scottish Para-Football please contact the National Office. However if your concern relate to a Para-Football Game Leader Organisation please contact their Committee directly.

1. Statement of Intent

- 1.1 Scottish Para-Football and its members are committed to ensuring that football in Scotland is open to all and that barriers, whether real or perceived, are removed particularly in relation to those groups currently under represented who traditionally may not have seen football as their sport of choice.
- 1.2 Scottish Para-Football recognises the importance of affording Equality to all members, volunteers and present and potential employees involved within Para-Football. We are determined to ensure that every person regardless of disability, sex, age, sexual orientation, gender reassignment, marriage and civil partnership status, pregnancy and maternity, race, religion or belief, (together the “Protected Characteristics” under the Equality Act 2010) has genuine opportunity to participate to their full potential at all levels and in all roles within sport. We will operate our business in line with the principles of the Equality Act 2010 in affording equitable opportunities to everyone involved in Para-Football in Scotland.
- 1.3 To this end, Scottish Para-Football aims to prevent any discrimination, either direct or indirect and ensure that, in its relations with its members, current and potential employees, clients and customers, no condition or requirement is imposed which cannot be justified.

2. Key Definitions

- **Protected Characteristics**
Are outlined in the Equality Act 2010 of which there are nine in total; sex, race, disability, age, gender reassignment, sexual orientation, marriage and civil partnership, pregnancy and maternity, religion or belief
- **Equality is fairness**
All members, staff, players and volunteers are respected and treated without discrimination and there is access for all. Equality is treating people equally or making sure equal numbers (members/staff) are offered and participate in the same opportunities.
- **Equal Opportunity**
Is the prevention, elimination or regulation of discrimination between members, staff, players and volunteers because of their sex or marital status, race, disability, age, sexual orientation, language or social origin, religious or political beliefs (Scotland Act 1998)

- **Direct Discrimination**

This means treating someone less favourably than you would treat others in the same circumstances

- **Indirect Discrimination**

Where a member/staff imposes, or proposes to impose, a requirements, condition or practice that has, or likely to have, the effect or disadvantage people with a protected attribute and that is not reasonable.

- **Harassment**

Is described as inappropriate actions, behaviours, comments or physical contact that is objectionable or causes offence to the recipient. It may be directed towards members, staff, players and volunteers because of their gender, appearance, race, colour, ethnic origin, nationality, age, sexual preference, a disability or another characteristic.

- **Victimisation**

Is defined as when a member, staff, players and volunteers are treated less favourably than others because they has taken action against the Scottish Para-Football or a Game Leader Organisation.

- **Disability Discrimination**

Includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

3. Purpose

- 3.1 The policy sets out the specific objectives and actions that the Scottish Para-Football / Para-Football Game Leader Organisations will take to achieve these objectives.

4. Legislative

- 4.1 In implementing this policy, Scottish Para-Football will comply with its statutory obligations under the terms of all relevant Scottish, UK and European legislation (Appendix 1)

5. Scottish Para-Football Commitments

- 5.1 Scottish Para-Football will ensure that there is a strong commitment to equality at the most senior level within the organisation. The Trustees Scottish Para-Football are responsible to ensuring that the Equality policy is followed. The Secretary has overall responsibility for the implementation of the Equality Policy.

6. Objectives

- 6.1 Our Equality policy has the following objectives.

- To ensure that everyone who participates in Para-Football in Scotland, in whatever capacity, receives fair and equitable treatment
- To adopt a planned approach to eliminating perceived barriers which discriminate against or exclude particular groups
- To ensure that no one working for, wishing to work for or working on behalf of Scottish Para-Football receives less favourable treatment on the grounds set out in the statement of intent and that written Policies and Procedures underpin our Equality Policy.
- To give clear guidance and communication to all individuals either governing or working for Scottish Para-Football on its commitment to Equality.
- To ensure that the content of policies, procedures, competitions, regulations (where applicable) and assessments provides Equality for all except where specific situations or conditions properly or reasonably prevent this.
- To adopt systems and procedures which ensure all materials prepared, produced or distributed on behalf of Scottish Para-Football and all relevant public statements made on our behalf reflect our commitment to Equality and inclusion.

7. Education, Training and Development

- 7.1 Scottish Para-Football will ensure that its staff, Trustees and key volunteers have an understanding of the principles of equality, diversity and inclusion in sport. Consequently Scottish Para-Football will ensure that Trustees, working group, members and staff receive ongoing education and training on equality and its impact on Para-Football. Staff and volunteers within Para-Football will receive briefings on the Equality Policy and its implication

8. Partnership Support and Development

- 8.1 Scottish Para-Football will 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
- 8.2 Scottish Para-Football will develop links with new partnership in areas of Sports equality

9. Communication and Access to Information

- 9.1 Scottish Para-Football will continue to work with the media and celebrate the success of Para-Footballers members. Scottish Para-Football will continue to promote Para-Footballers as positive role models, particularly those participants from under-represented groups.
- 9.2 Scottish Para-Football will consider equality when producing newsletters and reports and attempt to ensure that images are used to reflect diversity within the Scottish population.
- 9.3 Scottish Para-Football is committed to the use of inclusive (gender-neutral) language.

- 9.4 Scottish Para-Football will give due regard to equality and accessibility of information in all matters relating to the Association website
- 9.5 Scottish Para-Football will as far as possible and within available resources attempt to provide information in alternative formats and languages.
- 9.6 Scottish Para-Football will ensure that its equality policy and its commitment to equality are communicated to all Staff, Trustees, Working group, Coaches, Members and Officials.
- 9.7 Scottish Para-Football Equality Policy will be circulated extensively throughout the organisation in hard copy and appear on the Scottish Para-Football website.

10. Policy Review and Programming

- 10.1 Scottish Para-Football is committed to ensuring that equality is given due regard when developing new policies, programme, projects, services or initiatives.
- 10.2 Scottish Para-Football will constantly review the equality impact of its key policies.

11. Monitoring and Evaluation

- 11.1 The *Secretary* will be responsible for monitoring the effectiveness of this policy, and for providing information to the Trustees / Working group about the policy and its implementation and impact.

Appendix 1

The main legislation which underpins this policy is the Equality Act 2010. The Equality Act 2010 has been introduced to consolidate and harmonise a variety of existing pieces of discrimination and harassment legislation. These include such Acts and Regulations such as;

- The Equal Pay Act 1970
- The Sex Discrimination Act 1975 (as amended in 1986 and 1999)
- The Race Relations Act 1976 (as amended in 2000)
- The Disability Discrimination Act (as amended in 2005)
- The Employment Equality (Religion or Belief) Regulations 2003
- The Employment Equality (Sexual Orientation) Regulations 2003
- The Gender Recognition Act 2004
- The Civil Partnership Act 2004
- The Equality (Age) Regulations 2006

The nine protected characteristics in UK discrimination law are now;

- **Age**

Where this is referred to, it refers to a person belonging to a particular age (for example 32 year olds) or range of ages (for example 18 to 30 year olds).

- **Disability**

A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities. Mental Health which is not its own protected characteristic can be placed under Disability.

- **Gender reassignment**

The process of transitioning from one gender to another or has made the decision to refer to themselves as the opposite gender (Transperson)

- **Marriage and Civil Partnership**

Marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couples.

Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).

- **Pregnancy and Maternity**

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding

- **Race**

Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins

- **Religion or Belief**

Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (such as Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

- **Sex**

A man, a woman or Non Binary (3rd Gender)

- **Sexual Orientation**

Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes

If you wish to find out more information on the protected characteristics please refer to the Equality Act 2010

In addition, we will also adhere to other relevant legislation, such as:

The Rehabilitation of Offenders Act 1974

The Human Rights Act 1998

The Scotland Act 1998

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