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horseScotland
enable develop excel

Equality Policy and Guidelines



horseScotland is the national organisation for all equestrian sports and activity in Scotland. The vision that we share with our members is:

*To **enable** those in our sport and sector, by supporting their **development**,
to **excel** in what they do best...*

The key outcomes for Scottish equestrianism are to:

- Increase the overall levels of participation and equestrian activity in Scotland
- Enable Scottish riders, drivers, vaulters and equines to excel on the world stage
- Support horseScotland member bodies to flourish by working collaboratively

horseScotland is a partner of sportScotland (the national sports agency) and seeks to enable equestrian sport and the equestrian sector in Scotland to develop and excel through the highest levels of participation in the sport and the highest levels of growth for the country's equestrian industry.

horseScotland represents Scotland's member organisations and a growing number of individual and club members, providing high quality support, funding, training and coaching for all those with an interest in the horse.

Equality

Equality is about fairness in sport; equality of access; recognising inequalities and taking steps to address them. It involves changing the culture and structure of sport to ensure it becomes equally accessible to all members of society and ensuring that everyone has the opportunity to enjoy their sport, use their talents, and realise their full potential.

horseScotland has an obligation, both legal and moral, to ensure that it not only promotes an environment where all individuals can participate in and benefit from the equestrian sport and activities, but to ensure that all of its members bodies do so too.

horseScotland is fully committed to the principles laid down in this policy document and all its staff, board members, volunteers and member bodies will work together to embrace difference and diversity and respect the rights of all individuals wishing to participate in equestrianism in Scotland.

Policy Statement

horsescotland endorses the principle of sports equality and will strive to ensure that everyone who wishes to be involved in equestrian activities, whether as participants, team members, volunteers, coaches, office-bearers in clubs or those within **horsescotland**:

- has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and 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 activities without the threat of intimidation, victimisation, harassment or abuse.

Legal obligations

horsescotland is committed to avoid and eliminate unfair discrimination of any kind in equestrian activities, and will under no circumstances condone unlawful discriminatory practices. The organisation takes a zero tolerance approach to harassment. Examples of the relevant legislation and the behaviours in question are given in the Appendix.

Positive action

The principle of 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.

horsescotland will therefore seek to institute, support or contribute to appropriate measures or initiatives that enable access to equestrianism 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 equality in equestrianism:-

- A copy of this document will be published on the **horsescotland** website.
- The Chair of **horsescotland** will take overall responsibility for ensuring that the policy is observed.
- The Board of Directors will take full account of the policy in arriving at all decisions in relation to activities of **horsescotland**.
- **horsescotland** will collaborate fully with any surveys or other initiatives designed to assess the level of participation of different sections of the community in equestrianism and will take account of the findings in developing measures to promote and enhance equality in equestrian activities.
- **horsescotland** will provide appropriate equality information to all of its Board of Directors to raise awareness of both collective and individual responsibilities.
- It will be a condition of **horsescotland** membership that member organisations:
 - formally adopt this policy, or produce their own equality and diversity policy in terms that are consistent with it; 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 **horsescotland** may institute or take part in to advance the aims of this policy.
- It will be a condition of **horsescotland** membership that individual, club, associate and full members
 - commit to act in accordance with this policy; and
 - support such measures and initiatives that **horsescotland** may institute or take part in to advance the aims of this policy.

Responsibility, Monitoring and Evaluation

The Board of Directors will be responsible for ensuring the implementation of this policy.

The Board of Directors will review all **horsescotland** activities and initiatives against the aims of the policy on an annual basis, and the Chair of **horsescotland** will report formally on this issue at the AGM.

The Board of Directors, or where appropriate a designated project leader, will review any measures or initiatives that **horsescotland** may institute or take part in to promote and enhance sports equality in equestrianism, and will report their findings formally to the AGM.

The Board of Directors will review the policy itself at intervals of no more than three years, (or when necessary due to changes in legislation) and will report with recommendations to the AGM.

Complaints and compliance

horsescotland 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 bona fide 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 **horsescotland** Equality 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 organisation or individual member of **horsescotland**, should first complain to that person or organisation. If this does not resolve the matter, or in the case of allegations of discriminatory behaviour against **horsescotland** itself, the person may raise the matter by writing directly to the Chair of **horsescotland**. Contact details are available through the website www.horsescotland.org

The Chair of **horsescotland** will investigate the complaint personally or appoint a Committee member to do so. The investigation will be conducted impartially, confidentially, and without avoidable delay. Any person or organisation against whom a complaint has been made will be informed of what is alleged and given the opportunity to present their side of the matter.

The outcome of the investigation will be notified to the parties in writing and reported to the **horsescotland** Board of Directors. If the investigation reveals unacceptable discriminatory behaviour on the part of an individual member, corporate member, or member club the Board of Directors may impose sanctions on that person or organisation in line with the **horsescotland** Constitution. Sanctions may range from a written reminder concerning future conduct up to and including temporary or permanent expulsion from **horsescotland** membership. In deciding what sanction is appropriate in a particular case the Board of Directors will consider the severity of the matter and take account of any mitigating circumstances.

Where any violation of the Equality Policy, by way of harassment, victimisation or discrimination, amounts to a criminal offence, the appropriate authority will be informed.

In the event that an individual or organisation associated with **horsescotland** is subject to allegations of unlawful discrimination in a court or tribunal, the **horsescotland** Board of Directors will co-operate fully with any investigation carried out by the relevant lawful authorities and, subject to the outcome, may consider taking action as above in relation to the matter concerned.

Appendix1

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.