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Equality Policy

If you require this document in other formats please contact us at: mail@wrestling.scot

Foreword

This document is part of a wider scheme developed by Scottish Wrestling (SW) to safeguard and protect its staff, members and volunteers from harm and to recognise the responsibility to promote safe practice and to protect all members from discrimination, abuse and exploitation, and as such should be considered in conjunction with the:

- SW Safeguarding Policy;
- SW Anti-Bullying Policy;
- SW Whistle Blowing Policy.

SW is committed to diversity and equality by ensuring that wrestling in Scotland is open to all, and that barriers, (real and perceived) are removed, so that all members of the community are supported in achieving their potential, regardless of their role in sport, e.g. staff, player, employee, coach, official or volunteer. This principle applies regardless of age, gender reassignment, race, sex, sexual orientation, religion or belief, marital or civil partnership status, pregnancy or maternity.

Legal obligations

It is required by law not to discriminate against employees, members and volunteers or to condone any unlawful discriminatory practice. Everyone is required to and recognise these legal obligations under the Equality Act 2010.

Discrimination refers to unfavourable treatment on the basis of particular characteristics, which are known as the 'protected characteristics'. Under the Equality Act 2010, individuals are protected from discrimination 'on grounds of' protected characteristics. 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.

The protected characteristics are defined as age, disability, gender reassignment, marital or civil partnership status, pregnancy and maternity, race, religion or belief, sex (gender) and sexual orientation.

The principle of sports 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.

Commitment to Implement the Equality standards

The following steps will be taken to publicise this policy and promote sports equality in wrestling:

1. The Board will ensure that provisions of this Equality Policy are observed throughout all SW activities and appropriately reflected/referred to in other policies/regulating documents.
2. This policy, alongside other policies, is to be published on the SW website.

3. The SW Equality Officer will take overall responsibility for ensuring that this policy is observed and oversee any equality work to be executed.
4. SW has a Code of Conduct in place that adequately reflects what is expected of the Board in terms of equitable conduct when carrying out their role.
5. The Board will take full account of this policy in arriving at all decisions in relation to activities of the SW.
6. As part of our responsibilities under the Equality Act 2010 SW is committed to collect the equality evidence ensuring that appropriate measures to promote and enhance sports diversity in wrestling are taken.
7. The SW will collaborate fully with any surveys or other initiatives designed to assess the level of participation of different sections of the community in wrestling and will take account of the findings in developing measures to promote and enhance sports equality in our sport.
8. The Board will provide access to training for all of its Executive Committee Members to raise awareness of both collective and individual responsibilities.
9. It will be a condition of SW membership that member clubs:
 - 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 SW may institute or take part in to advance the aims of this policy.
10. It will be a condition of SW membership that individual and Club members:
 - commit to act in accordance with this policy; and
 - support such measures and initiatives that SW may institute or take part in to advance the aims of this policy.

Underpinning Principles

Two of the four core values recognised by the SW, which particularly underpin the equality in wrestling are:

1. "Ambition: be all you want to be"; and
2. "Courage: action against adversity".

SW is committed to promote these values by:

1. Creating an open and friendly environment and ensuring that there are no visible or imaginary barriers to suppress individuals from pursuing their ambition in sport. SW strongly believes that all individuals should have equal opportunities to participate in and enjoy the sport.
2. Taking seriously and responding to all allegations and incidents of discrimination, harassment or victimisation or other such unfair treatment. Under no circumstances is discriminatory behaviour to be tolerated within the sport of wrestling in Scotland.

Discrimination, Harassment and Victimisation

Discrimination can take the following forms:

- Direct Discrimination: this means treating someone less favourably than you would treat others in the same circumstances;
- Indirect Discrimination: this occurs when a job requirement or condition is applied equally to all, which has a disproportionate and detrimental effect on one sector of society, because fewer from that sector can comply with it and the requirement cannot be justified in relation to the job;
- When decisions are made about an individual, the only personal characteristics taken into account will be those which, as well as being consistent with relevant legislation, are necessary to the proper performance of the work involved;
- Harassment: is described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be directed towards people because of their gender, appearance, race, ethnic origin, nationality, age, sexual preference, a disability or some other characteristic. SW is committed to ensuring that its employees, members, participants and volunteers are able to conduct their activities free from harassment or intimidation;
- Victimisation: is defined as when someone is treated less favourably than others because he or she has taken action against SW under the Equality Act 2010 or provided information about discrimination, harassment or inappropriate behaviour;
- 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.
- 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.

Complaints and compliance

SW regards all forms of discrimination, harassment or victimisation, including (but not limited to) behaviour described above as unacceptable, and is committed 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 this 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 club, individual member or corporate member of the SW, should follow the procedure outlined in SW Whistle Blowing Policy. If this does not resolve the matter, or in the case of allegations of discriminatory behaviour against SW itself, the person may raise the matter by writing directly to the Equality Officer, in the first instance. Contact details are available through mail@wrestling.scot.

The Equality Officer will investigate the complaint personally or appoint a Board 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 SW Board. Where the 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 SW is subject to allegations of unlawful discrimination in a court or tribunal, the SW Board will cooperate 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.