

STATEMENT OF INTENT

The Scottish Volleyball Association (SVA) will endeavour through our policies, procedures, actions and decision-making to ensure that no person (employee, volunteer, member or participant) who is part of the SVA or who comes into contact with the SVA, receives less favourable treatment (on the grounds of race, gender, disability, sexual orientation, religion, age or social background).on the grounds of the protected characteristics defined within the Employment Act 2010.

POLICY STATEMENT

The SVA endorses the principle of sports equality and will strive to ensure that everyone who wishes to be involved in volleyball, whether as casual participants, team members, volunteers, coaches, office-bearers in clubs or those within the SVA

- has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, ethnic origin, nationality, colour, socioeconomic status or 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 sport without the threat of intimidation, victimisation, harassment or abuse.

LEGAL OBLIGATIONS

The SVA is committed to avoid and eliminate unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the Employment Act 2010. The organisation takes a zero tolerance approach to any unlawful discriminatory practices. Examples of the relevant legislation and the behaviours in question are given in the non-exhaustive Appendix.

(The SVA is committed to avoid and eliminate unfair discrimination of any kind in volleyball, 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 non-exhaustive Appendix.)

POSITIVE ACTION

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.

The SVA will therefore seek to institute, support or contribute to appropriate measures or initiatives that enable access to volleyball 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 sports equality in Volleyball

- A copy of this document will be published on the SVA Website – www.scottishvolleyball.org.
- This policy will be implemented immediately following endorsement by the Board and approved by it's President
- The Board will take full responsibility with regard to the policy in arriving at all decisions in relation to activities of the SVA
- The day to day delivery will be line managed within the role of the CEO.
- The SVA will collaborate fully with any surveys or other initiatives designed to assess the level of participation of different sections of the community in volleyball and will take account of the findings in developing measures to promote and enhance sports equality in volleyball.

- The SVA will provide access to training for all of its Board and staff members to raise awareness of both collective and individual responsibilities.
- It will be a condition of SVA membership that member clubs:
 - formally adopt this policy, or produce their own equality and diversity policy in terms that are consistent with it
 - 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
 - ensure that access to membership is open and inclusive
 - support such measures and initiatives that SVA may institute or take part in to advance the aims of this policy
- It will be a condition of SVA membership that individual and corporate members
 - commit to act in accordance with this policy
 - support such measures and initiatives that SVA may institute or take part in to advance the aims of this policy

RESPONSIBILITY, MONITORING AND EVALUATION

The Board will review all SVA activities and initiatives against the aims of the policy from time to time where appropriate, and the President will report formally on this issue at the AGM.

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

The Board 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

SVA 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 SVA's Equality and Diversity Policy according to the process set out in Byelaw 11 of the SVA Byelaws, an abbreviated version of which can be found below. In the event of any discrepancy between the procedure set out in this or any other Policy, and the SVA Byelaws, the Byelaws shall prevail.

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 SVA, 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 SVA itself, the person may refer the complaint to the Board by contacting the Chief Executive Officer at margaretann@scottishvolleyball.org or by telephoning the office 0131 556 4633.

The Board will appoint a suitable person to investigate the complaint, "The Investigating Officer" who may request additional information from relevant parties. After no longer than 14 days, the Investigating Officer shall (a) dismiss the complaint, (b) issue a warning or (c) refer the matter to a Disciplinary Committee who will deal with the matter according to Byelaw 10.

The Disciplinary Committee may impose sanctions on any person whose behaviour has been found to be unacceptably discriminatory according to this Policy. The outcome of a decision and sanction, where relevant, shall be notified to all relevant parties within seven days. The individual or organisation shall have a right of appeal in accordance with Byelaw 11 in respect of this decision.

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

In the event that the SVA, or individual or organisation associated with SVA is subject to allegations of unlawful discrimination in a court or tribunal, the SVA Board 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.

APPENDIX – RELEVANT LEGISLATION AND FORMS OF UNACCEPTABLE DISCRIMINATION

LEGAL RIGHTS

Discrimination has been legally defined within 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, 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 (this includes lack of belief), sex (gender) and sexual orientation.

Under the Equality Act 2010, individuals are protected from discrimination 'on grounds of' a protected characteristic. 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, have complained about discrimination or supported someone else's claim. Further Information can be found on the Government website here: <https://www.gov.uk/guidance/equality-act-2010-guidance>

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.