



# Aberdeen Schools Rowing Association

## Equity Policy

Approved by Trustees February 2009

### **Sports Equity**

Sports Equity is about fairness in sport, equality of opportunity of access, recognising inequalities and taking steps to address them. It involves changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society.

The following policy document sets out a number of proactive steps that will be taken to ensure the principles of sports equity are adhered to in Aberdeen Schools Rowing Association.

### **Equity Policy Statement**

Aberdeen Schools Rowing Association, its Trustees and Committee are fully committed to the principles of equality of opportunity and are responsible for ensuring that no member, volunteer, employee or job applicant receives less favourable treatment on the grounds of

- age, (Within the bounds of our Deed of Trust)
- gender (including gender reassignment),
- disability,
- race (including ethnic or national origin, colour, nationality, or being a Traveller),
- marital or civil partnership status,
- having or not having dependants,
- pregnancy,
- religious belief,
- social status,
- sexual orientation,
- political opinion.

We are opposed to all forms of unlawful and unfair discrimination. Aberdeen Schools Rowing Association will ensure that everyone who wishes to has an equal opportunity to participate in the sport of rowing at all levels and in all roles, whether as a beginner, participant, elite performer, or as a coach, manager, employee, administrator or official. They will be treated and will not be discriminated against on any of the above grounds. Decisions about recruitment and selection, promotion, training or any other benefit will be made objectively in line with agreed policy and without unlawful discrimination.

We recognise that provision of equal opportunities in sport is not only good practice but also sound sense. Our Equity Policy will help those who participate in our sport to develop their full potential, and their talents and resources will be utilised fully to maximise the effectiveness of the Aberdeen Schools Rowing Association.

### **The Scope of this Policy**

It is the aim of Aberdeen Schools Rowing Association to ensure that all present and potential members and employees are treated fairly and without discrimination or harassment, whether intentional or unintentional, direct or indirect. This policy therefore applies to all who participate in Aberdeen Schools Rowing Association.



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### Equity Commitments

Aberdeen Schools Rowing Association is committed to

- promoting equality of opportunity for all persons,
- promoting a good and harmonious working environment in which all persons are treated with respect,
- preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation (see Appendix A),
- fulfilling our legal obligations under equality legislation and associated codes of practice,
- complying with our own Equity Policy and associated policies,
- taking lawful affirmative or positive action, where appropriate,
- regarding all breaches of Equity Policy as misconduct which could lead to disciplinary proceedings.

This policy is fully supported by Aberdeen Schools Rowing Association's Trustees and committee.

### Implementation

In order to implement this policy, Aberdeen Schools Rowing Association will

- display its commitment to Sports Equity through the implementation of its Equity Action Plan,
- reflect equity in all areas of the organisation which will be identified in the Equity Action Plan,
- take care that other Aberdeen Schools Rowing Association policies do not inadvertently erect barriers against participation in the sport,
- provide appropriate equity training to all of its employees, its Trustee's and committee and key volunteers to raise awareness of both collective and individual responsibilities,
- ensure that those who are involved in assessing candidates for recruitment or promotion will be trained in non-discriminatory selection techniques,
- consider positive action to tackle under representation,
- publicise this policy and the Equity Action Plan to all employees, members, volunteers and officials through its website, and club mailings,
- communicate the policy to employees, job applicants, members, officials and volunteers,
- obtain commitments from other persons or organisations such as subcontractors or agencies that they too will comply with this policy in their dealings with our organisation and our workforce,
- ensure that adequate resources are made available to fulfil the objectives of this policy.

### Equity Action Plan

The Equity Action Plan will be made available as a download from Aberdeen Schools Rowing Associations website.



# Aberdeen Schools Rowing Association

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### Monitoring and Review

Aberdeen Schools Rowing Association will establish appropriate information and monitoring systems to assist the effective implementation of our Equity Policy.

The effectiveness of this policy will be regularly, at least annually, in consultation with members, employees, and action taken as necessary.

The Equity Action Plan will be reviewed by the Governance section of Aberdeen Schools Rowing Association with the responsibility for its approval on an annual basis by the Trustees lying with the Trustee responsible for Governance.

The results of such review will be reported to all employees, members, volunteers, officials.

### Disciplinary & Complaints

Appropriate disciplinary action will be taken against any employee, member, volunteer or official who violates the Aberdeen Schools Rowing Association Equity Policy.

Aberdeen Schools Rowing Association's Disciplinary Procedures document is available as a download from the web site.

To safeguard an individual's rights under the policy an employee, member, volunteer or official who believes that he or she has suffered inequitable treatment within the scope of this policy may raise the matter through the appropriate grievance procedure detailed in Aberdeen Schools Rowing Association's Disciplinary Procedures.

In addition to our internal procedures, employees have the right to pursue complaints of discrimination to an industrial tribunal or the Fair Employment Tribunal under the legislation listed below.

### Legal requirements

To ensure its practices are fair and equitable Aberdeen Schools Rowing Association recognises its legal obligations under the following:

Race Relations Act:	1976 - Amendment Act 2000
Employment Equality (sexual orientation) Regulations:	2003
Employment Equality (religion and belief) Regulations:	2003
Equal Pay Act:	1970
Sex Discrimination Act:	1977, 1986, and 1999
Disability Discrimination Act:	1995
Disability Rights Commission Act:	1999
Rehabilitation of Offenders Act:	1974
Human Rights Act:	2000
Children Act	1989 and 2004



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### Appendix A : Recognising Discrimination, Harassment or Victimisation

Discrimination can take the following forms:

- *Direct Discrimination*

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, but has a disproportionately detrimental effect on one sex or racial group because fewer of that group can comply with it and the requirement cannot be justified in relation to the job.

- *Harassment*

Harassment can be described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be of a sexual or racial nature or it may be directed towards people because of their age, their sexuality, a disability, or some other characteristic. Such behaviour is not acceptable and neither is it excused on the grounds that the harasser did not intend it.

- *Victimisation*

Victimisation can be described as when one person is treated less favourably than others because he or she has taken action against ASRA under one of the relevant Acts or regulations (as previously outlined) or provided information about discrimination, harassment or inappropriate behaviour.

Aberdeen Schools Rowing Association regards discrimination, harassment or victimisation as serious misconduct and any employee, volunteer or member who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action.