



# EQUALITY POLICY

PROMOTING FAIRNESS, INCLUSION AND OPPORTUNITY IN SPORT

## 1. STATEMENT OF INTENT

- 1.1 Netball Scotland will endeavour through our policies, procedures, actions and decision-making to ensure that no employee, volunteer or member receives less favourable treatment on the grounds of age, disability, gender assignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.
- 1.2 In addition Netball Scotland recognises that we live in a diverse society and will endeavour to ensure that all employees, volunteers and members are given the same opportunity regardless of their socio-economic background.
- 1.3 Netball Scotland is committed to ensuring equitable access to Netball and fair treatment for all who wish to participate.

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## 2. PURPOSE OF THE POLICY

- 2.1 Netball Scotland recognises that certain sections of the community have been affected by past discrimination and may be denied the opportunity to participate equally and fully in sport at all levels.
- 2.2 This policy has been produced to prevent/tackle any potential/current discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against its employees, members and volunteers, assure our volunteers, members and employees 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, and
- 2.3 To ensure that people have 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, socioeconomic status or sexual orientation.

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## 3. ACTIONS

- 3.1 Netball Scotland will produce and maintain an action plan to ensure the intent of this policy is delivered.

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## 4. LEGAL REQUIREMENTS

- 4.1 Additional to the intent set out in its policy, Netball Scotland recognises its obligations in relation to the Equality Act 2010. Netball Scotland will continue to update the policy in response to new legislation to ensure that it continues to comply with all legal requirements.

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## 5. DISCRIMINATION, HARASSMENT AND VICTIMISATION

- 5.1 Discrimination can take the following forms:
  - 5.1.1 Direct Discrimination. This means treating someone less favourably than you would treat others in the same circumstances.
  - 5.1.2 Indirect Discrimination. This occurs when a requirement or condition is applied equally to all, which has a disproportionate and detrimental affect on one sector of society, because fewer from that sector can comply with it and the requirement cannot be justified in relation to the task(s) at hand, 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.  
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 task(s) involved.
  - 5.1.3 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 race, gender, disability, sexual orientation, religious or political belief, age, social background or some other characteristic. Unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates intimidating or hostile, degrading, humiliating or offensive environment for that person.
  - 5.1.4 Victimisation is defined as when someone is treated less favourably than others because they have taken action under the Equality Act 2010 or they have helped another person to do so.
- 5.2 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.
  - 5.2.1 Netball Scotland is committed to ensuring that its employees, members, participants and volunteers are able to conduct their activities free from harassment or intimidation.
- 5.3 Netball Scotland regards discrimination, harassment or victimisation as described above, 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.

## 6. RESPONSIBILITY, IMPLEMENTATION AND COMMUNICATION

- 6.1 The following responsibilities will apply:
  - 6.1.1 The Board is responsible for ensuring that this Equality Policy is followed.
  - 6.1.2 The Chief Executive has the overall responsibility for the implementation of the Equality Policy.
  - 6.1.3 The Chief Executive has the overall responsibility for achieving the Equality Action Plan as this will form part of their work programme.
  - 6.1.4 All employees, volunteers and members have responsibilities to respect, act in accordance with the thereby support and promote the spirit and intentions of the policy and, where appropriate, individual work programmes will be amended to include equity related tasks.
- 6.2 The Equality Policy will be communicated in the following ways:
  - 6.2.1 The Equality Policy will be part of the staff handbook and reference will be made to it in the Code of Conduct.
  - 6.2.2 It will be covered in all staff and volunteer induction training.
  - 6.2.3 All members will be made aware of the policy's existence when they join and summary of any revisions will be published in Netball Scotland member communications.
  - 6.2.4 It will be available on the Netball Scotland website ([www.netballscotland.com/Equality](http://www.netballscotland.com/Equality)).

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## 7. MONITORING AND EVALUATION

- 7.1 Once approved, the policy will apply for 3 years before a formal review takes place, unless any proposal to the Board or legislation change, requires an interim review and/or amendment.
- 7.2 The Equality Action Plan, created to ensure the intent of the policy is delivered, will be reviewed by the Chief Executive and the member of staff with the responsibility for its implementation, on a six-monthly basis.
- 7.3 On an annual basis, statistical information will be produced by the Chief Executive for the Board, and will be published internally and externally to show the impact of this policy.

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## 8. DISCIPLINARY AND GRIEVANCE PROCEDURES

- 8.1 The principles of Equality outlined in this policy sit within the wider ethical framework as delineated in the Netball Scotland Code of Ethics and Behaviour.
  - 8.1.1 In accordance with the Netball Scotland Code of Ethics and Behaviour an employee, volunteer or member who believes he/she has suffered inequitable treatment within the scope of this policy may raise the matter through the Netball Scotland Complaints and Dispute Resolution Policy.
- 8.2 Appeals of initial findings are provided for through the Netball Scotland Appeals Process outlined in the Code of Ethics and Behaviour.
- 8.3 Anyone who raises a complaint under these procedures will not be penalised unless the complaint is untrue and was not made in good faith.



**NETBALL SCOTLAND**

**EMIRATES ARENA, 1000 LONDON ROAD, GLASGOW G40 3HY**

**T: 0141 428 3460 f: 0141 551 9067 E: [membership@netballscotland.com](mailto:membership@netballscotland.com)**

**[www.netballscotland.com](http://www.netballscotland.com)**

** [facebook.com/netballscotland](https://facebook.com/netballscotland)**

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