

**The Scottish Surfing Federation**

**Equality, Diversity and Inclusion Policy**

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| Purpose: This policy relates to the Scottish Surfing Federation’s position on Equality, Diversity and Inclusion. |

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| Document Number: | SSF\_GOV\_05 |
| Revision: | 01 |

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| **REVISION HISTORY** | | | |
| **Revision** | **Prepared By** | **Status** | **Date** |
| 01 | P. Stark | Initial draft prepared for review by Board | October 2024 |
| 01` | P. Stark | Approved by Board | 25 October 2024 |
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# Introduction

The Scottish Surfing Federation (SSF) welcomes people from all backgrounds, cultures and communities and believe that those who wish to participate at any level or capacity within the sport of surfing should be free to do so.

Our vision and strategic framework make it clear that we aim to support everyone to enjoy the benefits of surfing and to promote sports equality to the highest standard.

We are committed to ensuring that people can participate in all our activities to the full extent of their own ambitions and abilities, and we will always respect everyone’s rights and dignity.

When we say ‘everyone’ we mean all people without regard to their age, sex, race, faith, gender identity, disability, marital/civil partnership status or sexual orientation.

We warmly welcome all – whether as staff, volunteers, participants, members or supporters – to participate in our sport and we will actively seek to promote diversity at every level of the organisation.

In recognition of our commitment to Equality, the SSF works with **sport**scotland to benchmark and develop our work using the Moving to Inclusion Framework.

# Legal Obligations

The SSF is committed to avoid and eliminate unfair discrimination of any kind in surfing in Scotland 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 Section 7.

# 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 SSF will therefore seek to institute, support or contribute to appropriate measures or initiatives that enable access to surfing in Scotland 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 surfing in Scotland:

* A copy of this document will be published on the SSF Website.
* The SSF’s Chief Executive Officer and Board will take overall responsibility for ensuring the policy is observed.
* The Board will take full account of the policy in arriving at all decisions in relation to activities of the SSF.
* The SSF will collaborate fully with any practical surveys or other initiatives designed to assess the level of participation of different sections of the community in surfing and will take account of the findings in developing measures to promote and enhance sports equality in surfing in Scotland.
* The SSF will regularly provide access to training for all of its Board Members to raise awareness of both collective and individual responsibilities.
* The SSF will provide affiliated clubs with advice and guidance on matters relating to equality and will actively encourage clubs to operate membership policies compliant with relevant legislation (see Section 7).

# Responsibility, Monitoring and Evaluation

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

The Board will review all SSF activities and initiatives against the aims of the policy on an annual basis and will report formally on this issue via the Annual Report.

The Board, or where appropriate a designated project leader, will review any measures or initiatives that the SSF may institute or take part in to promote and enhance sports equality in surfing in Scotland.

The Board will review the policy itself at intervals of no more than three years (or when necessary due to changes in legislation).

# Complaints and Compliance

The SSFregards all of the forms of discriminatory behaviour, including (but not limited to) behaviour described in Section 7 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 via the SSF’s complaint procedure.

Appropriate disciplinary action will be taken against any employee, member or volunteer who violates the SSF Equality Policy.

# 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 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

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*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.*