



## Equity Policy

### Policies and Procedures

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|-----------------|-----------------|----------------------|--------------|
| <b>Section</b>  | Human Resources | <b>Policy Number</b> | P43          |
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## **Scottish Rugby**

### **Equity Policy**

#### **Statement of Intent**

Scottish Rugby is committed to ensuring that rugby union in Scotland is open to all and that barriers, whether real or perceived, are removed particularly in relation to those groups currently under represented who traditionally may not have seen rugby as their sport of choice.

Scottish Rugby recognises the importance of affording equity to all members, volunteers and present and potential employees involved in rugby union. We are determined to ensure that every person regardless of disability, gender, sex, age, sexual orientation, marital status, civil partnership status, race, colour, religious convictions, nationality or ethnic origin has a genuine opportunity to participate to their full potential at all levels and in all roles within the sport. We will operate our business in line with the principles of the Equality Act 2010 in affording equitable opportunities to everyone involved in rugby in Scotland.

To this end, Scottish Rugby aims to prevent any discrimination, either direct or indirect and ensure that in its relations with its members, current and potential employees, clients and customers no condition or requirement is imposed which cannot be justified.

Direct Discrimination is defined as treating a person less favourably than others are or would be treated in the same or similar circumstances.

Indirect Discrimination occurs when a requirement or condition is applied which, whether intentional or not, adversely affects a larger proportion of people of one protected characteristic (e.g. sex, race etc) than another and cannot be justified on grounds other than those relating to a protected characteristic.

#### **Purpose**

This policy sets out the specific objectives and actions Scottish Rugby will take to achieve these objectives.

#### **Legislative Framework**

In implementing this policy, Scottish Rugby will comply with its statutory obligations under the terms of all relevant Scottish, UK and European legislation (Appendix 1).



## Objectives

Our Equity policy has the following objectives:

- To ensure that everyone who participates in rugby union in Scotland, in whatever capacity, receives fair and equitable treatment.
- To adopt a planned approach to eliminating perceived barriers which discriminate against or exclude particular groups.
- To ensure that no one working for, wishing to work for or working on behalf of Scottish Rugby receives less favourable treatment on the grounds set out in the statement of intent and that written Policies and Procedures underpin our Equity Policy.
- To give clear guidance and communication to all individuals either governing or working for Scottish Rugby on its commitment to Equity.
- To ensure that the content of policies, procedures, competitions, regulations (where applicable) and assessments provides equity for all except where specific situations or conditions properly or reasonably prevent this.
- To adopt systems and procedures which ensure all materials prepared, produced or distributed on behalf of Scottish Rugby and all relevant public statements made on our behalf reflect our commitment to equity and inclusion.

## Implementation

To achieve these objectives, Scottish Rugby is committed to promote equity through an action plan which will cover all areas of our organisation by alignment to the Scottish Rugby Strategic Business Plan. Progress against the action plan will be reviewed by the Equity Development Officer and recommendations will be communicated to the Scottish Rugby Board for approval.

The roles and responsibilities for implementing this plan will be as follows:

- Ultimate responsibility for implementing the action plan will rest with in conjunction with the Scottish Rugby Board members.
- Day to day responsibility will rest with the Equity Development Officer and who will be responsible for ensuring:
  - that Equity is applied to all relevant Scottish Rugby functions and Rugby activities, policies and procedures.
  - that all staff receive appropriate training.
  - that the policy is adopted and applied consistently across Scottish Rugby.
- The Head of HR will be responsible for ensuring that policies and procedures are available to all employees and that proper guidance and support is available to any manager or employee involved in any instance of alleged discrimination.



### **Monitoring and Evaluation**

The Equity Development Officer will be responsible for monitoring the effectiveness of this policy, and for providing information to the Scottish Rugby Board members about the policy and its implementation and impact.

### **Compliance**

In accordance with Scottish Rugby's Equal Employment Opportunities Policy, Disciplinary and Grievance Policies and Procedures, we will investigate any reports of alleged breaches of our Equity Policy and to take appropriate disciplinary action based on the outcome of the investigation. Any complaint or grievance will be dealt with via the appropriate policy or procedure, e.g. Discipline Procedure, Grievance Procedure.



## Appendix 1

The main legislation which underpins this policy is The Equality Act 2010. The Equality Act 2010 has been introduced to consolidate and harmonise a variety of existing pieces of discrimination and harassment legislation. These include Acts and Regulations such as:

- The Equal Pay Act 1970
- The Sex Discrimination Act 1975 (as amended in 1986 and 1999)
- The Race Relations Act 1976 (as amended in 2000)
- The Disability Discrimination Act (as amended in 2005)
- The Employment Equality (Religion or Belief) Regulations 2003
- The Employment Equality (Sexual Orientation) Regulations 2003
- The Gender Recognition Act 2004
- The Civil Partnership Act 2004
- The Disability Discrimination Act 2005
- The Equality (Age) Regulations 2006

The nine protected characteristics in UK discrimination law are now:

- Age
- Disability
- Gender reassignment
- Marriage and Civil Partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

In addition, we will also adhere to other relevant legislation, such as:

- The Rehabilitation of Offenders Act 1974
- The Human Rights Act 1998
- The Scotland Act 1998