



GLASGOW ARCHERS EQUALITY POLICY

This policy is based on the Scottish Archery document which can be found on the Scottish Archery website. Whilst this policy is pertinent to Glasgow Archers archery club, please also refer to the Scottish Archery website.

1 Policy Objectives

1.1 Glasgow Archers is fully committed to the principles of equality of opportunity. Furthermore, Glasgow Archers is committed that all club members receive equal treatment and are not discriminated against because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, ethnicity, religion or belief, sex or sexual orientation (together the "Protected Characteristics" as defined by the Equality Act 2010).

1.2 In addition, Glasgow Archers recognises that we live in a diverse society and will endeavour to ensure that all Stakeholders are given the same opportunities regardless of their backgrounds.

1.3 Glasgow Archers will encourage all members and anybody interacting with the club to adopt and demonstrate their commitment to the principles and practice of equality as set out in this Equality Policy.

1.4 While Glasgow Archers acknowledges that Archery GB has produced its own Equality Policy & the Scottish Archery also has an Equality standard as the sport's National Governing Body in Scotland the club felt it important to have its own version of this policy.

1.5 For the purpose of this policy, the following definitions will apply.

1.5.1 Glasgow Archers refers to the club (Registered Charity SC052523), any member of the club or anybody working under the club umbrella.

2 Purpose of the Policy

2.1 Glasgow Archers recognises that individuals (and/or certain groups in our society) who share one or more Protected Characteristics may not have been able to participate equally and fully in archery activities in the past. In some instances this may have been as a result of discrimination.

2.2 This Policy has been produced to try to prevent and address any discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against members that may preclude them from participating fully in archery activities.

3 Legal Requirements

3.1 Glasgow Archers is required by law not to discriminate against its members and recognises its legal obligations under, and will abide by, the requirements of the Equality Act 2010 and any equivalent legislation (as amended) in Scotland and any later amendments to such legislation or subsequent equality related legislation that may be relevant to the club. Should the club fail to comply with the provisions of this policy, they may also be subject to complaint and court action.

4 Discrimination, harassment, bullying and victimisation

Glasgow Archers recognises the following as being unacceptable

4.1 Discrimination which can take the following forms:

4.1.1 Direct Discrimination: treating someone less favourably than you would treat others because of a Protected Characteristic.

4.1.2 Indirect Discrimination: applying a provision, criterion or practice which, on the face of it, applies equally to all but which, in practice, can disadvantage individuals with a particular Protected Characteristic. Such requirements or conditions are lawful only if they can be objectively justified in the context of positive action.

4.1.3 Harassment: engaging in unwanted conduct relating to a relevant Protected Characteristic or unwanted conduct of a sexual nature where the conduct has the purpose or effect of violating the recipient's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient, or any other individual affected by such conduct. Scottish Archery is committed to ensuring that its Stakeholders are able to conduct their activities free from harassment.

4.1.4 Bullying: Any form of the misuse of power or position (whether verbal, emotional or physical) to criticise persistently or to humiliate and undermine an individual's confidence or professional position.

4.1.5 Victimisation: subjecting someone to detriment or retaliation because he or she has, in good faith, complained or supported someone else's complaint about an equality matter.

4.1.6 Disability Discrimination: this includes direct and indirect discrimination and unjustified less favourable treatment because of the effect of a disability and failure to make reasonable adjustments to alleviate disadvantage caused by a disability.

4.2 Glasgow Archers regards discrimination, harassment, bullying or victimisation, as described above, as serious misconduct. All complaints will be taken seriously and appropriate measures including disciplinary action may be brought against any club member who unlawfully discriminates against, harasses, bullies, or victimises any other person.

5 Reasonable Adjustments

5.1 When any decision is made about an individual, the only personal characteristics that may be taken into account are those that are consistent with any relevant legislation and are relevant to the substance of the decision being made. Protected Characteristics are excluded from such decisions.

5.2 Glasgow Archers recognises that it has a duty to make reasonable adjustments for disabled persons. Where appropriate, the club will consider requests for adjustments and, where practical, will assist in the provision of funds or part funds to accommodate reasonable requests. Glasgow Archers will work with Stakeholders with a disability to implement any adjustments that will enable them to participate more fully in sports related activities. This is required in the Equality Act 2010.

6 Transgender Athletes

6.1 Glasgow Archers considers that archery is a gender affected sport under the Equality Act 2010 and refers any transgender athletes to the policy relating to participation by transgender persons adopted by Archery GB:

<http://www.archerygb.org/tools/documents/P0702GenderReassignmentPolicy-%5B13348%5D.pdf>

7 Responsibility, implementation and communication

7.1 The following responsibilities will apply:

7.1.1 The Board of Trustees of Glasgow Archers is responsible for ensuring that this Equality Policy is implemented, followed, and reviewed biannually. The Glasgow Archers Board of Trustees is also responsible for ensuring that this Equality Policy is enforced and any breaches are dealt with appropriately.

7.1.2 The Board of Trustees of Glasgow Archers has the overall responsibility for the implementation of this Equality Policy and will ensure that equality is included as an agenda item at Board of Trustees meetings when appropriate and that the Board of Trustees takes equality issues into consideration when making decisions. The Chairperson and Vice Chair are designated as Equality Champions on the Glasgow Archers Board of Trustees.

7.1.3 All Glasgow Archers Board of Trustees members are designated as Equality Officers by the club and will have the overall day-to-day responsibility for the implementation of this Equality Policy and for achieving any equality related actions resulting from it. If required, an internal and/or external equality group will be created to provide additional support.

7.1.4 All club members have the responsibility to respect, follow and promote the spirit and intentions of this Equality Policy.

8 Monitoring and Evaluation

8.1 This Equality Policy will remain in force until it is amended, replaced or withdrawn. A review of this Equality Policy will take place as and when required.

9 Complaints Procedures

9.1 To safeguard individual rights under this Equality Policy, any club member who believes they have suffered inequitable treatment within the scope of this Equality Policy may raise the matter through the appropriate procedure (i.e. the disciplinary procedure).

9.2 Where the person who has suffered inequitable treatment and that person is under the age of 18, then consideration should be made as to whether or not the matter should be dealt with under the Glasgow Archers Child Protection policy.

9.4 Appropriate disciplinary action will be taken against any club member who violates this Equality Policy under the Glasgow Archers disciplinary procedure.

9.5 An individual raising a grievance will not be penalised for doing so unless it is untrue and not made in good faith.

9.6 As with all complaint and disciplinary procedures, the final point of appeal relating to this policy is the appeals procedure as per appropriate policy.