



# Submission for the Advanced Level of the Equality Standard for Sport

June 2019



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# FOREWORD

**Athletics is, and will continue to be, the most inclusive and popular sport in Scotland.**

To ensure this continues, we need to operate in a way that reflects our values and recognises the role we play in Scottish society. We will continue to develop these values to ensure that equality and inclusivity remain at the heart of our activities. **scottishathletics** has been a leader in this area, not just within sport, but within the wider world. We will continue to strive to be as reflective of Scottish society as we can be, with the resources we have at our disposal. Our aim is to produce an inclusive and integrated system for athletes, clubs, coaches, officials, volunteers and administrators. If we all work together to “Build a Culture of Success”, then undoubtedly, we will create an adaptable model of athletics provision that inspires every community in Scotland to enjoy athletics and running.

The Board of **scottishathletics** plays an essential role in ensuring that the organisation is advancing equality for its members and staff. The Board provides a clear leadership to the staff and the wider sport by setting the strategy, being in a key position to question, challenge and hold the sport to account on what progress it is making on delivering equality.

Equality (and diversity) are fundamental to the organisation providing the environment, learning and coaching, support and culture that will enable all its members and staff to excel, and the Board to achieve its objectives. It is very much the opinion of the Board that a diverse governing body provides diversity of expertise and insights and robust decision-making that result in embedding and safeguarding equality in the organisation’s mission, strategy and culture.

## Long Term Equality Targets (up to 2026)

**scottishathletics** will continually strive to improve the diversity of our sport and fully understand that this is an ongoing process. By 2026, the end of our current strategic cycle, we will aim to:

- Be more representative of the Scottish population across staff, voluntary role and in our clubs.
- Maintain the Advanced Level of the Equality Standard for Sport and address any gaps and priorities from the gap analysis.
- Be the most forward thinking and inclusive sport in the UK
- Continue to be a key advocate for equality beyond Scotland

All Board members were involved in developing the new **scottishathletics**’ strategy and approving policies and wider sport operational plans. Ultimately, Board members ensure that equality is appropriately embedded and appropriate key performance indicators (KPIs) are in place and monitored resulting in clear accountability across the sport.

**scottishathletics** led the way in equality in 2017 by becoming the first sports governing body in the UK to license an event with a non-binary category and was subsequently successful in proposing a rule change to include a third gender category in the UKA Rules for Competition as a pilot.

**scottishathletics** has made significant progress since achieving the Intermediate Equality Standard accreditation in 2016 to ensure that equality is embedded throughout the organisation across all areas and levels.

## EXECUTIVE SUMMARY

This submission summarises the journey which **scottishathletics** has undertaken since the start of the Equality Standard, and in particular, on achieving the Intermediate Equality Standard.

This report forms an integral part of the wider strategic plan for athletics in Scotland and has been produced to showcase the everyday work that our organisation is undertaking in order to achieve equality in athletics and as part of the Advanced Level of Equality Standard for Sport.

The key achievements included in this submission are:

- **scottishathletics** new strategy with equality embedded throughout
- The implementation of both the Equality and Diversity Advisory Group and several key working groups within the organisation
- Equality Auditing and Equality Impact Assessments have become an integral part of each department within **scottishathletics**
- Valuable, solid and diverse partnerships with external advisory groups and home countries
- World leading delivery and support of non-binary athletes in the sport both through governance and participation
- Support for clubs covering all protected characteristics in the Equality Act through guidance and training
- Supporting inclusion in athletics from grass roots through to elite

**scottishathletics** is committed to working closely in partnership with our Equality and Diversity Advisory Group and key equality partners to ensure that we all continue to work towards a balanced and representative sport.

# 01 ABOUT scottishathletics

## scottishathletics is the governing body for athletics in Scotland.

We currently have a membership base of 14,100 individual members, 20,000+ members of our 154 athletics clubs and more than 450 formalised jogging groups. We have also witnessed over 120,000 participants within licensed events annually for the past few years. Clubs and people sit very much at the heart of our operations.

This sport is about people, and our role is very much about supporting people to be the best that we can be at every level of the sport. To achieve this, we must operate in a way that reflects our values and recognises the role we play in Scottish society.

### 1.1 OUR STRATEGIC PLANS

#### scottishathletics vision is:

“Winning the hearts and minds of the Scottish community so that athletics (and running) is the first-choice sport or activity in Scotland”

scottishathletics recently launched a new strategic plan - “Building a Culture of Success: A strategy for athletics in Scotland 2018-2026”.

Success is a wide range of supported running opportunities for any member of the Scottish public who wishes to participate in the sport and a system based on the following values:

- Strong and transparent leadership
- Value and importance of volunteers
- Equality and inclusion
- Accountability
- Resilience

“Building a Culture of Success” is not just about performances on the world stage, but about the whole sport pulling together in the same direction and recognising the importance of all parts and individuals within the system. Working effectively together with everyone valued equally.

That includes clubs, coaches, officials, athletes, event organisers, partners and supporters as well as scottishathletics as an organisation.



### 1.2 MISSION

#### scottishathletics mission is:

“To build an integrated, inclusive and adaptable model of athletics provision that inspires every community in Scotland to enjoy athletics and running”.

“To provide a clear and transparent pathway that enables a culture of success at World, Paralympic and Olympic level events”.

This submission reflects the journey and our continued commitment to equality and inclusion.

#### scottishathletics will take positive steps to:

- Make athletics an inclusive and accessible sport, embedding equality and diversity into the foundations of the organisation through policy and targeted projects (in line with our annual targets)
- Address areas of under-representation - particularly ethnic minorities - across all areas of the sport to increase balanced representation
- Ensure clubs are inclusive and integrated with a clear pathway for athletes by providing equality and inclusion support and advice where appropriate
- Target greater female representation across core areas of the sport - particularly senior and team management roles and upper level coaching/official qualifications
- Address equality and inclusion group representation within licensed and championship events
- Make equality and diversity training accessible to all involved in the sport as well as consulting with the Equality and Diversity Advisory Group (and partners) for guidance on equality issues

## 1.3 EQUALITY ADVOCACY OUTWITH SCOTLAND

scottishathletics very much sees itself as a major advocate for equality, diversity and inclusion, not only within Scotland, but also beyond our national boundaries. We have played a key role promoting and reinforcing a change in policy, programme and legislation across two key areas.

First of all, as has been well documented to date, scottishathletics have been recognised as the first governing body of sport in the world to create a third gender category for national championship events, as well as providing guidance to all event organisers in Scotland. Whilst not resting on our laurels, we have successfully advocated policy change within the UK Athletics rules, as well as promoting a change of policy to other European nations via the sharing of our policies and processes with European Athletics. Mark Munro, CEO of scottishathletics has communicated several times as well as meeting with European Athletics representatives in person to detail the process, including the equality impact assessments as well as sharing all policy documentation. This advocacy and lobbying is at an early stage but is ongoing.

Secondly, scottishathletics has been at the forefront of mental health promotion within sport through its well-established partnership with the Scottish Association for Mental Health (SAMH). Through various campaigns (I'm Here, Sammy's Road Trip etc.) over 300 jog leaders have been trained in mental health awareness as well as the development of online training and various resources for all members and jogging groups (450+) across Scotland. We continue to focus on mental health within our operational plans and have promoted this work, as well as our athlete/coach duty of care project to many bodies across the UK and again, to European Athletics and the International Association of Athletics Federations.

Our priorities remain in developing these projects within Scotland but we fully appreciate our role in advocacy, through aiming to win support from others by sharing our learning and creating a supportive environment for other organisations within and outwith Scotland.

## 1.4 EQUALITY AUDITING

scottishathletics and jogscotland conduct an annual equality audit to understand and measure the diversity of our members. This is attained by sending out an anonymous audit survey to all our members via email. The results from the survey have been used to draw up our equality action plan and to address areas of under representation.

As of 2019, we are hoping to have our equality monitoring survey embedded into our new customer-relationship management (CRM) system in order to improve the response rates.

The last audit took place in February 2019. A survey was sent to all members, Board, staff, officials, coaches and jogscotland members across the categories according to the Equality Act 2010.

The results of the survey can be found in the latest equality audit report. The report covers all the protected characteristics, but also looks at dual characteristics. It is important to raise awareness and understanding amongst staff, Board and members of multi-dimensional identities and those who may suffer discrimination because of more than one protected characteristic at the same time.



# Then & Now

07

## Board members - male/female split



2010

8/1

2019

4/7

## LGB jogscotland members



2016

3%

2019

4.8%

## scottishathletics members - ethnic minority representation



2016

1.7%

2019

2.2%

## Clubs delivering disability-specific sessions/integrated within main club



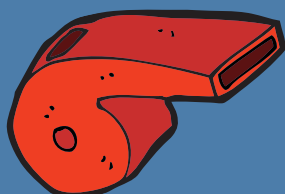
2015

2

2019

12

## Coaches aged 16-24



2010

9%

2019

18%

## Dual Characteristics

- **scottishathletics** and **jogscotland** are working on a number of projects promoting positive action around multi-dimensional identities both through the Spirit of 2012 funding and other resources:
- **jogscotland** projects encouraging Syrian Women into activity (race/gender)
- For International Women's Day the Glasgow FrontRunners had a women's takeover for their weekly session. All jog leading, announcing, warmups and cool downs were carried out by a female. The first session was done in 2018 and carried on to 2019 (LGBT/gender)
- Jogability - To encourage more females of school age with a disability to take part in the junior **jogscotland** programme, initially kickstarted by sportscotland Women and Girls Fund (disability/gender)
- Club projects around ethnicity and poverty, with a focus on clubs in the West (race/poverty)
- Equalities Officer attended a training day on intersectionality which was aimed at LGBT people with either a disability or from an ethnic minority background
- Equalities Officer is working together with LGBT Youth / Beyond Gender on trans and disability inclusion, to provide support where possible overcoming barriers to participation. Stats show that around 60% of trans people have a disability, whether physical, learning or mental health (trans inclusion/disability)

When looking at dual characteristics, we concentrate on gender, race, disability and LGBT. The Equalities and Inclusion Investment Funding we received in 2017 was to establish new provision or enhance existing provision to engage with under-represented groups in these areas. In 2018, **jogscotland** were also successful for further funding from Spirit of 2012 to set up four city groups to engage people from ethnic minority and Syrian backgrounds into physical activity. Together with our partnership with SAMH and mental health work, these are key areas of our focus.

## Key stats from our Equality Monitoring Report 2019

- The highest number of members who identify as multiple characteristics are among our **scottishathletics** and **jogscotland** members rather than coaches, staff and officials
- 69% of our **scottishathletics** members who consider themselves to have a disability are female
- 79% of **jogscotland** members who are from an ethnic minority background are female, but this is also in keeping with 70% of our members being female
- 11% of **jogscotland** members who identify as LGB are from an ethnic minority background

An audit report is sent to the Board for review and the results discussed at the quarterly staff and Equality and Diversity Advisory Group meetings.

Both **scottishathletics** and **jogscotland** have a very good gender representation across most areas of the organisation from club membership to Board. There have also been many female role models at elite level over the last number of years, with a higher number of female athletes (including para) competing at International level than male athletes. There are also more female para athletes on World Class Performance Programmes.

There is a significant increase in the number of LGB members since 2016 from 1.7% to 3.9%. and the number of members who consider themselves to have a disability has increased from 0.9% in 2010 (survey results) to 4.8% (survey results).

Results are fed into the gap analysis so that the focus is on addressing the gaps and barriers to participation. The gap analysis describes the actions we will take to minimise the barriers to inclusion and promote inclusivity in our sport. It details the actions taken to promote each protected characteristic separately, and this is regularly updated to record and track progress.

As part of our plan to improve response rates, we hope to have a fully automated online system in 2019 for all members to complete an equality monitoring survey when they either sign up or renew their membership. Due to introduction of additional programming with the setting up of the CRM system, and the prioritising of the membership and events system, this action has been delayed slightly.





## 1.5 EQUAL OPPORTUNITIES MONITORING

**scottishathletics** collects data for all applicants as they apply for vacancies through means of an Equal Opportunities Monitoring form. This is collected by the Equalities Officer and kept strictly separate from the application forms and is not passed on to those involved in the selection and interview process.

This information is regularly analysed to identify gaps in the opportunities for those applying for posts. Vacancies are posted on our own website, through **sportscotland** and with the help of our equality partners. We also liaise with other Scottish Governing Bodies (SGBs) to use their contacts as well to reach as wide a public as possible.



## 1.6 EQUALITY AND DIVERSITY ADVISORY GROUP

As part of our ongoing work to uphold the principles and values of equality across our sport, we have established a voluntary Equality and Diversity Advisory Group to assist us in leading the way.

The group consists of four members from a variety of backgrounds, experience and perspectives who are passionate about equality and committed to pursuing it within athletics. The group's remit is to provide advice and guidance on all equality matters; ensuring practical, strategic and operational support is sustained for the development and delivery of our equality action plan, in addition to supporting our equality working group and Board members in relation to equality and diversity.

**Besides their experience and knowledge in equality, all four are also experienced in athletics:**

- **Sandra Frame** is our Board Equality Champion, sitting on both the advisory group and the **scottishathletics'** Board
- **Noanie Heffron** is a keen ultra-runner, race director for Jedburgh Three Peaks Ultramarathon and assistant race director for Highland Fling Ultramarathon
- **Xabier Cid** is a level 4 UK Athletics official who has officiated at the Commonwealth Games
- **John Owens** is club president and volunteer with Springburn Harriers

# 02 KEY ACHIEVEMENTS

**scottishathletics were delighted to achieve the Intermediate Level of the Equality Standard for Sport in May 2016.**

Since then, the organisation has made significant progress and improvements to ensure that we continue to address areas of under-representation and move towards a more balanced and inclusive sport.

Through annual equality monitoring surveys, each department within the organisation has continued to identify areas for improvement and where there are still significant gaps.

## The key achievements to date are:

- Appointing a part-time Equalities Officer (EO)
- Creating a **scottishathletics** Staff Equality Working Group
- Creating an Equality Standard Support Group together with other SGBs
- Creating an independent **scottishathletics** Equality and Diversity Advisory Group
- Fully integrated Board
- Partnership with UK Athletics (UKA) on equality related projects
- June 2017 - licensed first event with a non-binary category
- July 2017 - a submission to propose a rule change to UKA to allow a third gender category in mass participation races
- Non-binary guidelines produced for event organisers
- Between April and September 2018, 33 events have been licensed with a non-binary category. A further 14 have been licensed over the winter of 18/19
- Policy proposal Sept 2018: From April 2019, all **scottishathletics** championship events, including those external events hosting a championship on our behalf, must include a non-binary category within the event entry options
- In February 2017, senior men and women ran the same distance at the National cross country for the first time
- From December 2018, all races at the District National Championships will run the same distance
- Working towards equalising team medal counts (and therefore prizes) for men and women at the National cross country (Feb 2019)
- Equalities and Inclusion Funding: Development or enhancement of 13 jog groups in under-represented areas (particularly BME, women and girls, LGBT and areas of deprivation) and to create two part-time posts - Participation Project Coordinator and Communities Project Coordinator
- Equality and Inclusion Funding - 11 Club Projects that are focused on targeting under-represented groups in sport in Scotland
- Para events integrated into senior national track & field championships
- Adopted an integrated model for supporting athletes on the performance journey - across and including para-athletics events
- Included first integrated selection policy (Glasgow 2014 – subsequently followed by others). Similar integrated approach adopted and led within Club Development programme
- Introduced a mandatory wider impact section within our affiliation form for clubs
- New CRM system - continue to develop and promote relevant and valued member benefits and perform frequent in-depth analysis
- To ensure compliance and understanding of equality issues amongst clubs through the Club Health Checker
- Equality Training has been rolled out to all Board, staff (including Club Together Officers (CTOs)), commissions, coaches and officials.
- Targeted training - LGBT, disability, mental health
- jog**scotland** - partnership with Scottish Association for Mental Health (SAMH) to help support and promote mental health awareness
- The SAMH Mental Wellbeing Award at the Annual Awards Dinner
- Introduce sessions focusing on mental health and wellbeing - The Jog Dog Project
- 250+ jog leaders trained in mental health awareness
- Spirit of 2012 funding £70k - targeting ethnic minority communities

*"It is important when taking action to improve equality that you are motivated to do it right and to do it well, and that is grounded in both a good understanding of the issues and a will to engage with communities to make change. The Scottish Athletics approach has embodied all of this and has been the basis of a good working relationship with LEAP Sports and with LGBTI groups and athletes".*

Hugh Torrance, LEAP Sports Scotland

## 2.1 EQUALITY IMPACT ASSESSMENTS (EIA)

To ensure that no policies or strategies of **scottishathletics** have a negative impact on groups protected by the Equality Act 2010, EIAs are conducted. They are the responsibility of all employees and is an ongoing process, embedded into all departments. EIAs are carried out at the beginning of all new projects, policies or strategies, or when reviews are due. Using the adopted **Plan4Sport Equality Impact Assessment** template, they are conducted by either the senior manager, project or strategy. All assessments are checked by the Equalities Officer and documented in the policy tracker, which allows the organisation to keep track of them. All completed EIAs are sent to staff and Board members for viewing and feedback.

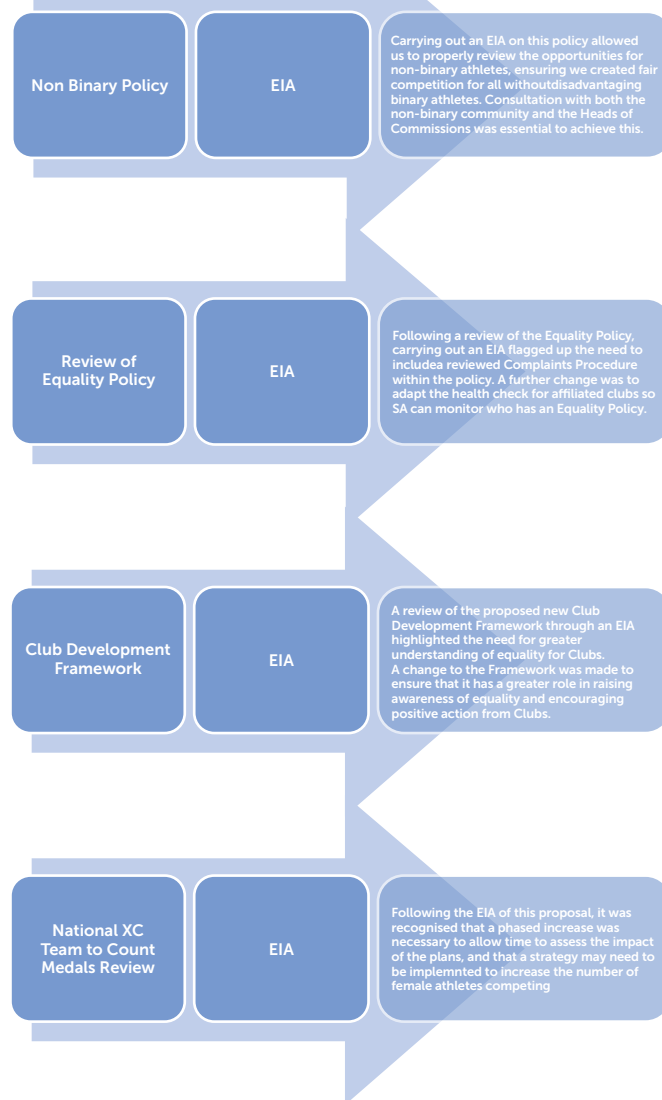
For each EIA, the staff member responsible for the policy or project, is accountable for the completion and ongoing monitoring.

Each document lead must highlight any risks, which should then be added to the organisation's risk register, which is reviewed biannually by the **scottishathletics'** Board.

All senior managers and key staff members responsible for policies and strategies have completed EIA training, either through Plan4sport or the **scottishathletics'** Equalities Officer.

EIAs are key to influencing change in the sporting sector and decisions at Board level. In order to maintain best practice, reputation and be a robust, well-led organisation with strong networks, it is essential that EIAs are carried out on projects to ensure that they do not discriminate against any disadvantaged or vulnerable people.

**scottishathletics** uses EIAs for key decision making.



## 2.2 CONSULTATION AND PARTNERSHIPS

A key part of helping shape policy and strategy is regular consultation with people from diverse backgrounds and equality partners.

**scottishathletics** have strong partnerships with:

- LEAP Sports Scotland
- Stonewall Scotland
- Equality Network
- Scottish Trans Alliance
- BEMIS
- Scottish Women in Sport
- Beyond Gender / LGBT Youth Scotland
- Edinburgh Fronrunners
- SAMH
- Scottish Disability Sport (SDS)

Details of partnerships with the above groups are detailed in Section 03. Besides partnerships with external equality partners, **scottishathletics** understands the importance of consulting with people from protected groups. We have worked closely with non-binary athletes, young trans men and women, para athletes and those suffering from mental health issues.

# 02 KEY ACHIEVEMENTS

## 2.3 EQUALITY STANDARD SUPPORT GROUP

Together with other SGBs, **scottishathletics** established the Equality Standard Support Group. The Equality Standard Support Group is a national committee representing respectively the interests of the Scottish Sports Governing Bodies in relation to equality, diversity & inclusion.

It is a forum for best practice exchange, advice and support, identification of partnership initiatives and a collective mouthpiece/consultation group to relevant stakeholders with regards to equality, diversity and inclusion in sport. The group exchanges advice and guidance amongst the other governing bodies on all equality standard matters to ensure that practical, strategic and operational support is sustained through the development and delivery of the Equality Standard criteria through actions and initiatives.

The objectives of the group are to:

- Act as advocates for the SGB's work in national and international settings
- Provide best practice, advice, support and guidance on key strategic documents, including the corporate plan, equality action plan and the sector strategies developed by the core business areas
- Serve as channels of professional advice within the areas of expertise represented on the support group, offer fresh insights and opportunities for collaborative working
- Provide access to communities within Scotland for whom the SGB's work has relevance



## 2.4 scottishathletics' STAFF EQUALITY WORKING GROUP

Since achieving the Intermediate Level of the Equality Standard for Sport, **scottishathletics** has employed an Equalities Officer (EO) for eight hours a week. The EO's role is to lead on equality to work towards achieving the Advanced Level and maintaining the Intermediate Standard.

One of the first tasks of the EO was to create a **scottishathletics'** Staff Equality Working Group.

This group contains key staff members from each department, who attend quarterly meetings, chaired by the EO. The agenda from the meetings consists primarily of equality audit results, updates on equality projects from each department, identifying and analysing gaps, and discussing training needs for staff. The meetings are minute-ed and these are circulated to all staff members.



## 2.5 EQUALITY TRAINING

Since achieving the Intermediate Level of Equality of Standard for Sport in 2016, **scottishathletics** has made it mandatory for all employees to undergo equality training. This is to ensure that everyone at senior level can address equality responsibilities.

- All Board members have either completed online training through the Advisory, Conciliation and Arbitration Service (ACAS) or have attended the 3-hour Equality for Board and CEO training, organised through Plan4Sport
- All staff members have completed the 3-hour Equality Training for Staff, organised through Plan4Sport
- Several staff members have also undergone specific training in one of the characteristics organised through LEAP Sports Scotland, SAMH, SDS or other equality organisations
- Online equality training has also been rolled out to all CTOs (there are currently 32) as part of their induction, all coaches, all commission members and all officials. It is not mandatory, but everyone is strongly encouraged to complete the training. Once a coach has completed the training, it is noted on their profile
- All training is documented and is available to all employees including Board members

As well as employees, equality training is available for clubs and members:

- As part of the Equality Guidance for Clubs, details of the online ACAS training have also been included to encourage club volunteers and members to complete it in order to increase their awareness of barriers to participation for athletes with protected characteristics
- SDS delivers disability awareness training and inclusion training, while **scottishathletics** delivers workshops to coaches, volunteers, teachers and Active Schools co-ordinators
- More than 250 jog leaders have been trained in mental health awareness



# 02 KEY ACHIEVEMENTS

## 2.6 GAP ANALYSIS

A gap analysis covering all operational departments of both **scottishathletics** and **jogscotland** has been created to ensure continual progress of inclusion with the organisation. It is vital to have a solid understanding and record of the data collected and essential that gaps are identified and acknowledged, and steps taken to address them.

Input into the gap analysis has come from all senior managers and any key members of staff. It is updated quarterly, and every staff and Board member has access to the document. As well as the nine protected characteristics of the Equality Act 2010, **scottishathletics** has also included non-binary and poverty, due to the work that is being carried out in both these areas.

In order to assist with this, **scottishathletics** created a working group with key members of staff. Quarterly meetings take place and the senior managers feed into the gap analysis.

## KEY HEADLINES

	<b>Governance &amp; Management</b> (including staff)	<b>Club Development</b> (including membership)	<b>Performance Foundations</b> (including competition)	<b>Jogscotland &amp; Recreational Running</b>	<b>Training &amp; Upskilling</b>	<b>Media &amp; Communications</b>
<b>Sex</b> (incl. marriage & civil partnership, pregnancy & maternity)	As of 2019, 64% of the current Board is comprised of female directors	55%/45% male to female split for <b>scottishathletics</b>	26 female athletes in the Performance Pathway Programme - 47% of those supported	30%/70% male/female for <b>jogscotland</b> members	57%/43% ratio between male /female coaches in Scotland. A targeted programme to increase the number of women progressing from level 2 to level 3 coach qualifications has been produced	Communication Strategy has been revised to include Equality and Inclusion
<b>Non-Binary</b>	Third gender data now being collected for all staff and board members	Non-binary guidelines have been produced for all event organisers	From April 2019, all <b>scottishathletics</b> Championship events must include a non-binary category	In April 2019, the first ever <b>jogscotland</b> virtual run was launched and non-binary registration was made available	Third gender data now being collected for all coaches	Non-binary guidelines widely publicised on social media and website
<b>Age</b>	Plan to establish Youth Advisory Group to assist and provide support across all areas of the organisation	In Jan 2019, <b>scottishathletics</b> announced framework for appropriate competition for U11s. There is no upper age limit on competing in the master's category	As part of the Performance Development Pathway there are International competition opportunities from Junior through to masters	Junior <b>jogscotland</b> offers a fun way to get children active through walking and jogging	Young people can begin experiencing coaching from 14years+ with the Leading Athletics Award	We cover all ages across our communications but with a greater focus on senior athletes
<b>Disability</b>	Working together with UKA to review key areas within athletics through a disability lens, including recruitment	KPI include ensuring that clubs are inclusive and integrated, with a clear pathway for para athletes	There is a dedicated Event Lead for Paralympic Athletics within the Performance Team	Since 2017, <b>jogscotland</b> have a partnership with SAMH to help support and promote Mental Health Awareness	An inclusive workshop is available for those interested in coaching athletes with a disability	All international para championships are given equal coverage to other championships
<b>Race</b>	Ethnic minorities are underrepresented among our staff and Board members, but we are continuing to ensure promotion opportunities is appropriate for all communities	Our membership reflects a lower than the national average involvement from BME communities but our NCMs are continuing to work with a group of clubs on supporting ethnic minorities in those communities	Although there is a low number of athletes from ethnic minorities in the performance programme pathway, since 2016 the number of members from a BME background has increased from 1.7% to 2.2%	In 2018, <b>jogscotland</b> were successful in our bid for Spirit of 2012 funding to set up four city groups to engage people from ethnic minority communities into physical activity	One of our priorities going forward with the new strategy is emphasis will be placed on addressing areas of under-representation among ethnic minorities	All of our promotional material is representative of our community and we include as diverse a group of people in photographs and programmes as possible.
<b>Religion</b>	The data collected is consistent with our expectations and show a consistency with ethnicity data in terms of low representation from non-Christian religions	Over half of our members state they are of no religion. This figure hasn't changed much since 2016	The data collected is consistent with our expectations and show a consistency with ethnicity data in terms of low representation from non-Christian religions	The data collected is consistent with our expectations and show a consistency with ethnicity data in terms of low representation from non-Christian religions	The data collected is consistent with our expectations and show a consistency with ethnicity data in terms of low representation from non-Christian religions	All of our promotional material is representative of our community and we include as diverse a group of people in photographs and programmes as possible
<b>Sexual Orientation</b>	This question is now included as part of the application process for all vacancies in the form of an anonymous monitoring form. In 2015, <b>scottishathletics</b> became a signatory to the Scottish LGBT Sports Charter	There is a significant increase in the number of LGB members since 2016 from 1.7% to 3.9%	Data on sexual orientation is not collected for performance athletes separately, but there is a significant increase in the number of LGB members since 2016 from 1.7% to 3.9%	Since 2015, <b>jogscotland</b> and <b>scottishathletics</b> have been involved in the Rainbow Laces Campaign, with more 90 <b>jogscotland</b> groups signing up in 2016	In our 2018 survey, 4.7% of coaches preferred not to answer the question. This has now dropped to 1.6%, with 4.1% identifying	In November 2018, Edinburgh Frontrunners won the jog group of the year award at the Annual Awards Dinner
<b>Trans Inclusion</b>	Question is now included as part of the application process. To recognise Transgender Awareness Week, UKA and the Home Countries, hosted an evening of discussions and networking about trans inclusion	According to the 2019 equality monitoring survey, 0.2% of members identify as trans, which is higher than the national average	<b>scottishathletics</b> works closely with UKA on Trans Inclusion. The Trans Policy has just been updated and we review each case on a case by case basis	According to the 2019 equality monitoring survey, 0.4% of <b>jogscotland</b> members identify as trans, which is higher than the national average.	Data on trans status is now collected. This wasn't the case in 2016. We will continue to monitor the stats and await outcome to decide whether specific actions are required.	Events attended by the Equalities Officer aimed at trans inclusion have been promoted on our social media outlets.

### 3.1 GOVERNANCE AND MANAGEMENT (including staff)

Enable **scottishathletics** to create the environment for effective business delivery. Provide strong leadership and transparent governance representative of our membership and wider Scottish community, underpinned by clear and effective communication, that encourages behaviours that lead to a 'culture of success' throughout the sport at all levels.

#### (i) Equality at Board Level

**scottishathletics** recognises that the Board is ultimately responsible for equality within the business. The Equality and Diversity Advisory Board has been recruited to challenge the Board. The Board Equality Champion attends the quarterly meetings.

We aim to achieve more inclusive representation at leadership level by taking action to address the diversity of our Board. **scottishathletics** is proactive with their recruitment of Board members in order to achieve a wider representation of the protected characteristics, whilst still maintaining the necessary skills needed to carry out the role efficiently.

In 2010, there was an 8/1 male/female split, in 2015 this was 5/5 and in 2019 this is now 4/7. We have some very strong female role models on the Board, bringing with them their expertise to the sport.

Jo Butterfields's skill and insight to para athletics has proven invaluable to the organisation.

Since 2016, our Board has been fully integrated with the Heads of the Commissions (Track and Field, Road Running and Cross Country, Officials and Hill Running) as non-executive Directors on the Board. The Heads of both the Track and Field and the Officials Commission are female.

Equality is a standing item on the agenda at each Board meeting. All Board members have access to equality audit reports, Equality Impact Assessments and other key documents relevant to equality and inclusion.

Key document, the Annual Tracker, is analysed at every Board meeting and has equality embedded throughout.



#### (ii) Policies and Procedures

The **scottishathletics**' senior management ensure regular reviews of governance policies, including carrying out EIAs, which are communicated to all staff. As part of their integrated role in the Board, the four Commission Convenors are key to assisting with EIAs for strategies within their disciplines.

#### (iii) Women in Leadership

In Sept 2018, along with seven female staff members, three female Board members took part in a two-day Women in Leadership course, run by Plan4sport.

There is currently a split of 6/1 male/female senior managers. **scottishathletics** has offered several mentoring programmes to female staff. **scottishathletics**' Head of Operations - the sole female senior manager - took part in the Women's Sport Leadership Academy (WSLA) course in June 2018 for a week. Two further female staff members attended the two-day Women in World Athletics (WIWA) seminar in July 2018.

#### (iv) Additional Recruitment Processes

Whilst **scottishathletics** have developed a successful equality and diversity network over recent years, and while our communications of all new roles are communicated to the network, we fully appreciate that within our staff team we are not representative of the Scottish population, particularly having no BME staff members, and only one woman (from five roles) on the senior management team. We will continue to communicate all employment opportunities across our equalities network but have also recently agreed to attempt new approaches to attract individuals into roles and voluntary positions from across the wider Scottish society.





As such we have agreed to progress with the following recruitment initiatives:

- Continue to cultivate relationships and using our established diversity networks to spread the word about potential vacancies.
- We will proactively explore the opportunity to create internships with our network partners to provide specific education, training and work experience within the organisation, with a view to creating a more experienced group of potential employees for the future. We will also consider delivering this with other partners who may be in a similar position.
- We will offer opportunities when promoting vacancies through our equality network for interested candidates to come and meet us,

in essence, creating an open day where people can meet staff working at all levels across the organisation, with an opportunity to promote our values and answer any questions or concerns that potential candidates have.

- We will consciously increase the number of women who are interviewed for senior management positions within the organisation. By doing this research shows that we will vastly increase the odds of employing a woman in a senior role.
- When at interview stage, we will also ensure that all those involved in the process are trained on equality, diversity and cultural issues as well as on unconscious bias.



### 3.2 CLUB DEVELOPMENT (including membership)

Develop a culture of development & excellence within athletics clubs. Support and develop a strong, modern and sustainable club system that grows participation through the recruitment and retention of skilled and diverse club leaders, coaches and officials.

#### (i) Club Development

Clubs and people sit very much at the heart of our operations. Athletics is about people, and our role is very much about supporting people to be the best that we can be at every level of the sport.

In 2017 **scottishathletics** introduced a mandatory “wider impact” section within our affiliation form for clubs. This is providing data on the work of our member clubs to specifically target under-represented groups and engage with their wider community. This enables our Development Team to identify good practice, support clubs with the work they are doing and share positive stories from across Scotland with other clubs.

**scottishathletics** were awarded funding for an Equality and Inclusion project supporting ten club projects that focused on targeting under-represented groups in sport in Scotland.

During the course of the funding period (ten months) over 1,600 people participated in programmes supported by the equality and inclusion fund. **scottishathletics** continues to work with the clubs funded to help support all aspects of their club development including the sustainability of the projects this fund supported.

**Examples of the club projects include:**

- **Fife AC** developed opportunities for young people with disabilities to take part in athletics by purchasing sportshall athletics equipment to be used on a regular basis for pupils with additional support needs within a local secondary school
- **Ayr Seaforth** identified that no young people from the Whitletts Road Group, North Ayr - an area that sits within the top 20% of the most deprived in Scotland - were members of their club. Lunch time clubs were delivered within Dalmilling, Braehead, Newton and St Johns primary schools to introduce pupils to athletics. Part or fully funded memberships were then offered to those who have been identified as needing financial support, to take cost as a barrier to participation away. The club are also currently looking for further funding to continue school-based sessions within schools in the Scottish Index of Multiple Deprivation (SIMD) 1 and 2 areas as this approach proved successful in encouraging young people to become more physically active through athletics
- **Inverclyde AC** targeted getting more young people active through school-based sessions. Sessions have continued to have good attendance at both All Saints and Port Glasgow High schools. A key goal was to engage with school staff and the PE departments of the secondary schools. To assist with this, **scottishathletics** organised a coach to attend and to bring two of our already established young leaders to the sessions.
- **North Ayrshire AC** successfully set up a disability section and continued these sessions through the summer of 2018. The club held an inhouse Inclusive Athletics workshop with over 20 volunteers attending
- **Forth Valley Flyers** (a club that has been set up for people with a disability) have had a throws chair delivered which is in use on a regular basis and are awaiting the delivery of a second throws chair. These chairs are crucial for making the sport inclusive and providing a positive experience to athletes in the club
- **Shettleston Harriers** delivered curriculum-based athletics sessions to 13 primary schools (6 \* 1 hour sessions each) in the East End of Glasgow, active but due to the make up of the schools, they also delivered these sessions to a diverse group of young people from different ethnicities (White = 226, Asian = 17, African = 20, Mixed = 3). The schools also took part in a number of mass running events throughout the year

**scottishathletics** will support the creation of further club projects targeting under-represented groups by sharing good practice across our member clubs. Our Development Team are supporting clubs to profile their current membership and show how representative they are of their local communities. We have developed an online assessment tool which encourages clubs to profile their membership and that of their local community, providing supporting links to help them complete their task.

In 2018 we introduced a Club Development Framework to help clubs evaluate their current position across 13 areas of the club's business, and to identify suggested steps for improvement. The Club Development Framework links to an online club review tool which takes clubs step-by-step through a review and provides supporting documents and examples of good practice across the 13 areas.

Through our national projects, our Development Team continue to support clubs to grow their memberships and widen the appeal of their clubs whilst providing focus to ensure they are sustainable and well-run.

**scottishathletics** was the first national governing body to sign up to the SAMH Charter for Sport and has recently launched an action plan outlining our commitments to the Charter. Over the next 12 months we will be working with SAMH to provide more education to our clubs and to encourage them to individually sign up to the Charter.

## (ii) Disability Inclusion

**scottishathletics** works in partnership with SDS to offer indoor and outdoor competition for para athletes. Offering 1-1 support to member clubs that have an existing disability section or wish to create a disability section or bring para athletes into the mainstream club. This advice and support helps the club to train volunteers, access equipment and direct athletes to appropriate competitive opportunities.

**scottishathletics** offers an Inclusive Athletics Workshop free of charge to member clubs where there is a commitment from that club to deliver athletics for people with a disability. Over the next 12 months we are planning to deliver a further eight workshops across Scotland.

Part of **scottishathletics'** key performance indicators is to ensure that clubs are inclusive and integrated with a clear pathway for athletes with a disability.

Current status as of November 2018 showed that:

- 44 clubs have registered at least one athlete with a disability - an increase of 21 clubs
- There are three disability specific athletics clubs - an increase of one new club
- 12 clubs delivering disability specific sessions and integrated within the main club - an increase of 600%

The aim going forward is to develop disability sections within three new mainstream clubs annually and ensure all existing disability specific clubs and centres are actively engaged within athlete pathway projects. **scottishathletics'** Head of Development is continuing to work with the National Club Managers to identify target clubs.



### (iii) Non-binary Inclusion

As part of our ongoing work to support a third gender option, our new membership system has a non-binary and a self-describe option for all member sign ups, event entries and affiliation forms.

### (iv) Equality Guidance for Clubs

Equality Guidance has been produced for clubs to provide support and advice on all the protected characteristics covering the Equality Act 2010.

<https://www.scottishathletics.org.uk/wp-content/uploads/2019/03/Equality-Guidance-for-Clubs.pdf>

The guidance includes advice and support on non-binary athletes, para athletes, how best to support your club to be representative of the local community and advice on events available to all age groups.

### (v) Collaboration with UKA and Home Countries

**scottishathletics** regularly works together with UKA and the other home countries to focus on specific equality and inclusion projects:

- UKAbility: This is a pilot project to ensure people with a disability or impairment feel included in every area of our sport, whether through participation, as an official or a spectator. The aim is to review three key areas within athletics through a disability lens: recruitment, spectator experience and club accessibility. Quarterly meetings take place between those involved in the collaboration
- Raise the Bar: To recognise Transgender Awareness Week in (13-17 November 2018), UKA, **scottishathletics**, England Athletics, Welsh Athletics and Athletics NI, hosted an evening of discussions and networking about trans inclusion. The intention was to raise awareness of trans issues and explore the challenges trans people face in society with audience participation.

Transgender Awareness Week is typically observed in the second week in November and is a one-week celebration leading up to Transgender Day of Remembrance, which memorialises the victims of transphobic violence

A five-person panel came together at the event in London to answer questions from organisations and members of the public around the issues trans people face both in business and sport, focusing on what work Athletics is doing on the subject to help raise awareness.

The event was chaired by UK Athletics' Equality, Diversity & Inclusion Lead, Donna Fraser, and was supported by the home countries, Sport England and UK Sport. To deliver events such as this is a positive step forward in tackling trans issues within our sport. Collaboration is key and to have the support from UK Sport and Sport England shows the commitment to making sport inclusive.

It is not known exactly how many trans people there are in the UK, but government figures estimate approximately 200,000 - 500,000 trans people are living in the UK currently.

<https://www.uka.org.uk/media/news/2018-news-page/november-2018/raise-the-bar-conference/>



*"It has been a pleasure and a privilege working with scottishathletics on non-binary inclusion in sport, and their attitude towards making substantive, history-making rule changes has been empowering and validating. Non-binary identities are largely unrecognised (or ridiculed) in wider society, so the straightforward acceptance and inclusion demonstrated by scottishathletics throughout the process makes us feel seen and valid, and restores running as a safe space for non-binary people, thereby improving lives. Sport has historically been a very gendered and binary environment, so the recognition of non-binary identities has huge potential to spur wider change."*

Al Hopkins, President Edinburgh Frontrunners

### 3.3 PERFORMANCE FOUNDATIONS (including competition)

Create an environment where athletics talent is identified, nurtured and developed to UK level. Lead, regulate and provide a modern competition structure and pathway across all disciplines that enhances the experience for athletes, coaches, officials and spectators at all levels of the sport. Create an environment across athletics in Scotland where competition opportunities in all disciplines align to the principle of the athlete pathway and are accessible, integrated, and progressive.



**scottishathletics** aims to lead, regulate and provide a modern competition structure and pathway that enhances the experience for athletes, coaches, officials and spectators at all levels of the sport. We seek to provide an effective, transparent, consistent and uncompromising talent pathway and performance programme for athletes and coaches in Scotland, resulting in world class performances and medals.

As a policy, and in partnership with UKA, all the talent and performance support programmes for Scottish athletes provide equal opportunities. This includes equal opportunities for males and females against set standards, equal funding for male, female, able bodied and para athletes. All UK podium level and podium potential level athletes receive equal funding and support packages whether they are able bodied or para athletes, no difference. This is further evidenced in the points that follow.

#### (i) Non-binary Inclusion

Following lengthy discussions with LEAP Sports Scotland and members of the Edinburgh Frontrunners at the beginning of 2017, **scottishathletics** licensed their first event with a non-binary category in June 2017.

<https://leapsports.org/news/fun-run-debuts-at-edinburgh-pride>

Our organisation communicated the message that we fully support and encourage any race organiser who wishes to include a third gender category. In April 2018, following requests for further information and support, **scottishathletics** issued non-binary guidance for race organisers, which was subsequently communicated to all race and event organisers who license their events through the organisation.

<https://www.scottishathletics.org.uk/32904-2/>

The guidance was produced with the assistance of LEAP Sports Scotland, The Equality Network and the Scottish Trans Alliance.



Since the communication of the guidelines, 33 events (as of September 2018) had included a non-binary competition category.

In 2017, **scottishathletics** successfully proposed a rule change to UKA to allow a third gender category in mass participation races. The rule is now included in the 2018-2020 UKA/IAAF rule book as a pilot.

**scottishathletics** hopes with the evidence of the number of non-binary races, that this will continue after 2020.

As of April 2019, all **scottishathletics** championships events, including those external events hosting a championship on our behalf, must include a non-binary category within the event entry options. This policy was produced following rigorous discussions with non-binary athletes, the Convenors of the Hill Running, Track & Field and Road Running & Cross Country Commission, our Equality and Diversity Advisory Group and external equality partners (LEAP Sports Scotland and The Equality Network).

<https://www.scottishathletics.org.uk/wp-content/uploads/2015/11/Scottish-Athletics-Policy-on-non-binary-athletes-competing-within-Scottish-National-Championships.pdf>

The feedback from the athletics community has so far been very positive and we as a sports governing body are delighted that we have taken the lead on this within Scotland, the UK and worldwide.

**(ii) Gender Equality**

There are equal number of events and opportunities available at Commonwealth, World Championship and Olympic Level. 47% of athletes in the 2017/18 performance pathway programme (National Academy and Performance Foundations programmes) are female.

In Autumn 2018, 13 new recruits were welcomed to the National Academy, six of whom are female.

At the 2012 London Olympics and Paralympics, six athletes were selected - all female. At the 2016 Rio Olympics, eight female and seven male athletes were selected and at the Paralympics, one male and five female athletes were selected.

At the 2018 Gold Coast Commonwealth Games, 14 of the 25 athletes selected (para athletes included) were female.

Of the six para athletes on World Class Performance Programmes (WCPP - podium and podium potential), five are female. The following table shows the gender inclusion for the WCPP for para athletes since 2014/15:

Year	Podium Female	Podium Male	Podium Potential Female	Podium Potential Male	Futures Female	Futures Male
14/15	4	0	2	0	0	0
15/16	3	0	1	1	0	1
16/17	4	0	1	1	0	0
17/18	5	0	0	1	0	0
18/19	5	0	0	1	0	2*

\*Future plus

In February 2017, senior men and women ran the same distance at the National cross country for the first time. **scottishathletics** is the only home country to have taken this step so far. This was positively received by athletes and didn't impact negatively on the number of entrants. From December 2018, all races at the District National Championships will run the same distance.

At the end of 2017, it was agreed to pilot increasing the number of medals awarded to the senior women team event in the National cross country from four to five in 2019, with the intention of eventually moving towards equalising the number to the same as the senior men (currently six to count). The outcome would be to eventually have the same number of team medals awarded to senior women as senior men. This was communicated to clubs at the beginning of 2018 and feedback noted. The impact following the event will be carefully monitored and assessed. Early indications, however, suggest that this has been a very positive move so far, with the number of senior women competing in 2019 at 319, up from 271 in 2018. 24 clubs had enough finishers in 2019 to field a team of five, which is the same number as the previous year.

**scottishathletics** is producing a targeted programme to encourage and support more women in Team Management roles where appropriate. At the 2018 Celtic Games, 6/10 team staff were women.

## Female Role Models

In recent years, there have been many female role models at the elite level of the sport - Laura Muir, Eilidh Doyle (Child), Libby Clegg and Sammi Kinghorn to name but a few.

In March 2019, [Laura Muir](#) made history by completing an unprecedented 'Double Double' at the European Indoor Championships in Glasgow. She is the first athlete to have successfully defended two European Indoor titles, winning gold in both the 1500m and 3000m. Muir is also the 2018 European champion in the 1500m and a two-time 2018 World Indoor Championship medallist, with silver at 1500m and bronze at 3000m.

[Eilidh Doyle](#) won her 17th medal in major international events at the March 2019 European Indoors when the 4x400m relay team took home the silver medal.

[Libby Clegg](#) has won medals at the last three Paralympics - Silver in Beijing, Silver in London and two Golds in Rio at the 2016 Paralympic Games in T11 100m, where she broke the world record, and T11 200m, beating the previous Paralympic record in the process, making her a double Paralympic champion.

[Sammi Kinghorn](#) won two golds at the World Para Championships in London 2017, winning both the T53 100m and 200m race, breaking the world record in the latter. She was a double award winner in September 2017 at the Team Scotland Scottish Sports award - winning both the Para-sport Athlete of the Year award and the overall Scottish Sportsperson of the Year award. In December 2017, Kinghorn won the Scottish Sports Personality Award at the Sunday Mail sportscotland Scottish Sport Award.



At the **scottishathletics** Annual Awards, nine of the previous ten winners of Athlete of the Year have been female:

- 2018 [Laura Muir](#)
- 2017 [Callum Hawkins](#)
- 2016 [Laura Muir](#)
- 2015 [Laura Muir](#)
- 2014 [Eilidh Child](#)
- 2013 [Eilidh Child](#)
- 2012 [Lynsey Sharp](#)
- 2011 [Lynsey Sharp](#)
- 2010 [Eilidh Child](#)
- 2009 [Eilidh Child](#)

Five of the previous six winners of Para Athlete of the Year have been female:

- 2018 [Derek Rae](#)
- 2017 [Sammi Kinghorn](#)
- 2016 [Libby Clegg](#)
- 2015 [Maria Lyle](#)
- 2014 [Libby Clegg](#)
- 2013 [Libby Clegg](#)

## Performance Coaching

In 2018, there were an increased number of female coaches, from 2017, shortlisted for coach of the year, with one winner of Development Coach of the Year, from none previously. There were two female coaches nominated in the 2018 Performance Coach of the Year category:

- [Janice Eaglesham](#), coach to race runners [Gavin Drysdale](#), [Hannah Dines](#) and [Kayleigh Haggo](#) who won two Golds and a Silver medal at the 2018 WPA European Championships in Berlin.
- [Liz McColgan-Nuttall](#), coach to Olympian [Eilish McColgan](#), who won Silver in the 5000m at the 2018 European Championships in Berlin.

Furthermore, there are examples of performing female coaches in our sport at each stage of the pathway.

For example, a female coach coached the winner of the men and women's long and triple jump during the indoor championships, breaking two age group records in the process.

As a governing body, we need to continue to raise awareness, support and empower female coaches in their role through recognising and promoting these coaching performances.

### (iii) Competition Opportunities for Young Athletes

In January 2019, **scottishathletics** announced our framework for appropriate competition for some of the very youngest athletes in our clubs - the Under 11s.

In a recent competition consultation, feedback was received from clubs, coaches and parents that more opportunities should be considered for this category.

After looking at the feedback, the framework was produced for U11s at a local and regional level. **scottishathletics** firmly believe that it is important for U11s to compete and this framework is about identifying and creating the appropriate level of competition for them.

Throughout the document there is reference to flexibility which depends on a range of factors including time available, geography, pre-existing activity, number of athletes, facilities and the athletes age and stage of development.

There are a number of common themes throughout this guide:

- Short formats which could be delivered between 30 mins and 2 hours 30 mins;
- Often team and relay formats which include maximum participation;
- Simple formats that require little organisation and can be delivered, if required, without a formal athletics facility or many/any qualified Officials

<https://www.scottishathletics.org.uk/wp-content/uploads/2019/02/scottishathletics-Local-and-Regional-Under-11-Competition-Framework-Jan-2019.pdf>

One of the actions for the new strategy is the implementation of the 'Funetics' athletics programme to Scottish clubs and their partners (schools/local authorities/leisure trusts) targeting children from five to 12 years.

At the elite level, selection is based on achieving set performance standards. As part of the Performance Development Pathway, there are international competition opportunities for Junior through to Master categories.

### (iv) Disability Inclusion

There is a dedicated Event Lead for Paralympic Athletes within the Performance Team. There was strong Scottish para athlete representation at Glasgow 2014, Rio 2016, London 2017 and Gold Coast 2018.

**scottishathletics** has supported para athletes who are on World Class Performance Programmes (WCPP) through Scottish Institute of Sport services since 2013.

At present there are six athletes on WCPP (podium and podium potential levels), four of whom are based in Scotland and receiving Institute services. Post Tokyo (Paralympic Games) the age and performance profile of the athletes as well as other factors will in all probability see this number drop.

A project is being put in place to support the development of those athletes with the potential to perform at WCPP level.

Outwith the six WCPP athletes, there are two athletes on the Futures programme and a further 12 in the British Athletics Development Academy. Initially some low-level Institute support will be offered to the two athletes on Futures (the nearest to stepping up to (WCPP) with the possibility of an education/academy type intervention with the other athletes on the British Athletics Academy.

Para events are integrated into senior national track & field championships.

A **scottishathletics'** Para Working Group with six key members of staff has been created, including the Event Lead for Paralympic Athletes.

**scottishathletics** works in partnership with SDS to provide training and competition opportunities for athletes with a physical, sensory or learning disability, which will allow them to take part in athletics and reach their full potential.

We provide a pathway for para athletes from beginner right through to high performance, providing local and national competitions and fun festivals for all. We also help to link athletes with mainstream or disability-specific clubs and coaches to provide better training opportunities for all concerned.



SDS delivers disability awareness training and inclusion training, while **scottishathletics** delivers workshops to coaches, volunteers, teachers and Active Schools co-ordinators.

The workshops available include:

- How to coach athletes with a disability
- Coaching wheelchair racers and race runners
- Seated throws
- Guide Running
- Inclusive Athletics

#### (v) Trans Inclusion

**scottishathletics** works closely with UKA on trans inclusion. We adopt the UKA trans policy, but **scottishathletics** are working together with Plan4sport to produce a secondary policy aimed at participation rather than elite, where we hope to encourage and support more trans people to participate in the sport. **scottishathletics**' Equalities Officer is producing trans guidelines for clubs and participants with the assistance of LGBT Youth Scotland and Beyond Gender.

The Equalities Officer attended a two-hour youth support group for people aged 16-25 who identify as trans or non-binary or are questioning or exploring their gender identity. 24 young people were at the session and were happy to talk about their experiences - both negative and positive - in sport and the daily barriers they face.

#### (vi) Ethnic Minority Inclusion

**scottishathletics** recognises that work still needs to be done to increase the participation in athletics from people from ethnic minority backgrounds, but the figures are showing an increase over the last few years. According to the latest statistics, 2.2% of **scottishathletics**' members are ethnic minority, up from 1.7% in 2015. At the 2018 Loughborough International, 7.5% of Scottish athletes competing were from an ethnic minority background.

*"The young people at Beyond Gender enjoyed the opportunity to give feedback and appreciated having their voices heard"*

Raquel Boso Perez,  
Digital & Group Sessional Youth Worker,  
Beyond Gender

**scottishathletics** 



### 3.4 jogscotland AND RECREATIONAL RUNNING

Play an integral and lead role in creating an environment throughout Scotland where everyone has the support and opportunity to participate in jogging and recreational running at a level suited to their needs



#### (i) Overview

**scottishathletics** and **jogscotland** strive to influence the market and provide opportunities for everyone in Scotland to enjoy the benefits of recreational running events and social running programmes.

In addition to continuing to train jog leaders and grow our network of **jogscotland** groups across Scotland, we are proactively seeking new opportunities, through partnerships and funding, to further the reach of **jogscotland**, particularly amongst communities and groups in areas of deprivation and with low levels of physical activity.

Beyond our core work of developing the **jogscotland** network and engaging more people in physical activity we have a couple of existing projects targeting specific groups:

- **Junior jogscotland:** this provides a fun, practical resource pack of running-related games which get children active and cater for all ability levels. The games are a great way to show children that physical activity is fun and will appeal to even the most inactive of youngsters. It is also a great way to introduce them to different athletics activities. For the organisations that order the **jogscotland** resource we provide a one-day Junior Jog course to upskill the staff or volunteers delivering the programme
- **Mums on the Run:** this programme offers guidance, advice and solutions to help mums (parents/carers) across the country enjoy the physiological, social and psychological benefits of getting out and being active. The programme enables the mums to get active with their child, removing the need for childcare, and helping the women to get back into exercise. As well as the physical benefits these groups also provide valuable social opportunities for new mums

#### (ii) Mental Health Awareness

**scottishathletics** aims to foster an environment where people feel able to discuss issues in confidence and are aware of where they can go to get help, both within and outside the sport. It is important for coaches, parents, and club leaders, through education opportunities, to become more aware of mental health issues and consideration should be given to including the recognition of such issues and appropriate signposting.

There have been positive steps taken in recent years to raise the profile of mental health, not just in sport but in society more widely. Being both physically active and playing sport can have a very positive impact on mental health. It can improve a participant's mood, concentration, self-confidence, sleeping habits, resilience, and help them make friends. On the other hand, the routine element of elite sport, where the regime is one of continuous training, performance and selection, brings significant mental resilience challenges for both participants and coaches. Mental health and wellbeing are major considerations in performance sport and should be treated accordingly.



In April 2017, **scottishathletics** announced a new collaborative partnership with SAMH to deliver the on-going operations of **jogscotland**. The principles of the partnership include “a shared belief in the value of physical activity and sport as a means to achieve both physical and mental well-being”.

**jogscotland**'s Membership Development Officer is responsible for delivering a joint action plan for **jogscotland** and SAMH which includes continuing with the delivery, development and support of the **jogscotland** network.

**jogscotland** were one of the first signatories of SAMH's Mental Health Charter for Physical Activity and Sport, further demonstrating our commitment to the partnership.

### Jog Leader Education

In the first few months of the partnership, groups across several areas in Scotland were visited to deliver mental health training and to ask them what they wanted to see from the partnership. They wanted more education around mental health and ways to talk more openly about it.

Since the beginning of the SAMH partnership, more than 250 jog leaders have completed online mental health awareness training delivered by SAMH. It is now mandatory for all new jog leaders to complete the mental health awareness training as part of their training.

At the Jog Leader Conference in November 2018, 50% of the day was delivered by SAMH including group discussions on breaking down barriers.

### Increasing Awareness - Sammy's Road Trip

In 2018, in partnership with SAMH, we launched **Sammy's Road Trip** with three toy Scotty dogs travelling the country to raise awareness of mental health to introduce conversations on mental health and wellbeing at local groups. In total 23 groups signed up to participate welcoming one of the dogs to their group for a few days. The dogs came accompanied with a diary and toolkit to encourage conversations and share experiences.

Charting the journey of the dogs across social media helped to break down perceived barriers to participation and encourage more people to join **jogscotland** as a safe environment to be active in.



### I'm Here

In January 2019, **jogscotland** launched a new initiative, to help overcome mental health barriers that can stop people getting active. The initiative highlighted that our leaders are trained in mental health awareness and that they will actively encourage more conversations about mental health at group level. Sharing this across social media aimed to break down perceived barriers to participation and encourage more people to join **jogscotland** as a safe environment to be active in.

The **I'm Here** campaign has already seen over 100 **jogscotland** jog leaders take a pledge to support mental health conversations at their jogging groups.

Leaders who take the pledge receive an **I'm Here** badge which they can use as a tool to start conversations with their members and show that they are open to chatting about mental health. The intention is not to turn jog leaders into trained counsellors, but to make them feel more confident to provide a listening ear and know how to help members find more help if they want it.

Jog leaders are posting videos or pictures of themselves taking their pledge on social media, adding the **I'm Here** Facebook frame to their profile pictures, and following through on the pledge with specific actions.

All those taking the pledge:

- Have taken online mental health awareness training provided by our partners SAMH
- Will explain to members that the badge and pledge mean mental health conversations are welcome at their group and be open to those conversations.
- Will use their social media platforms to share messages on mental health and physical activity.
- Will do their best to support people with mental health issues to participate in their groups, listening to their needs and signposting them to further help if necessary.

<https://jogscotland.org.uk/jog-leaders/im-here/>

In 2017, the **scottishathletics** and **jogscotland** Annual Awards Dinner added a new award to the list: The **SAMH Mental Wellbeing** award to mark our partnership with SAMH.

This trophy is awarded to a member, leader, or group who has used jogging to improve their own or others' mental health. A particular highlight was the inclusion of the first ever SAMH Mental Wellbeing Award, to mark our partnership with Scotland's mental health charity.

SAMH Chief Executive, Billy Watson, was proud to present the award to Jeni-Rees Jenkins of **jogscotland kintore**

"Jeni started running again in 2011 when she was mum to a sick baby and toddler and was battling chronic tiredness and on-going depression. Her friends persuaded her to join a **jogscotland** group and within eight months she had lost five stone and completed her Jog Leader qualification. Since then she has never looked back and quickly went from a 10km road runner to taking up hill running - and now appears regularly on the ultra-marathon scene. Jeni is very open about what running has done for her mental health and explained in a recent article that "some days I don't cope with planet Earth very well but a run in the woods or up a hill gets it all sorted and I give myself a good talking too".

She ran ultras throughout 2016, completing 5000km and raising more than £5K for MNDScotland. She also ran London Marathon to raise funds for the mental health charity Heads Together and met Princes William and Harry afterwards to discuss how running has helped her mental health."

In 2018, the trophy went to HM Perth Prison – Jog Con

"The prison hosted a Jog Leader course in May 2018, training two members of staff and six prisoners. They set up a Couch to 10K programme, running laps of the football field and prison every Wednesday morning. Both leaders and joggers improved not only their physical, but mental health considerably, and had a knock-on effect on the wider prison population, with banter from the so-called "window warriors" who looked on - and a waiting list for the next programme.

The prison officers nominated the leaders for their determination to improve both their own and other people's lives within very limited circumstances, making them more positive and hopeful, and helping us in breaking down barriers and building bridges to help transform lives of people within their closed community."

<https://jogscotland.org.uk/jogscotland-award-winners-announced-2/>

<https://jogscotland.org.uk/jogscotland-award-winners-2018/>



### (iii) Gender Equality

5th October 2018 marked Active Girls Day and jogscotland groups around the country marked it with sessions designed to inspire girls to get moving in order to increased promotion of women in sport and break down potential barriers to participation.

Studies show that girls are much less likely than boys to take part in sport and physical activity, so Active Girls Day aims to encourage more girls to get active, and to show them it can be fun. And it's not just the younger girls getting in on the act – lots of jogscotland's women are taking part too, to provide role models to the youngsters and celebrate their own love of physical activity.

- At **Firpark Primary** in Motherwell, jogscotland's own Andrea Gavin led a junior jog session with a cool down that featured Wonder Woman poses and mindfulness exercises
- jogscotland **Portlethen** led a girls' session at Portlethen Academy with movement drills and a jog and produced a slideshow so we could see them all hard at work. The girls were given homework to find out more about a favourite inspirational athlete
- **Ardler Running Ladies** in Dundee held their session with relays, cupcakes and goody bags.
- Other jogscotland groups arranging their own special runs included Muirhead Marauders, Inverurie Mums on the Run, AAA Women's Fitness in Falkirk and Mums on the Run St Andrews
- The jogscotland office led by example, with staff heading out for lunchtime walks and jogging sessions.

### (iv) Equalities and Inclusion Investment Funding

Equalities and Inclusion Investment of £30,000 was received in 2017 and used to create two part-time posts - Participation Project Coordinator and Communities Project Coordinator.

The projects established new provision and/or enhanced existing provision to engage with under-represented groups and ensure that jogscotland groups are sustainable.

Communities Project (E&I Funding) - Development or Enhancement of 13 jog groups in under-represented areas:

- **Glasgow FrontRunners** have trained female jog leaders. They celebrated with a 'women's takeover' on International Women's Day on March 8th
- **Just Jog** have gone into partnership with local organisations Your Voice Inverclyde and Active Communities to deliver 10-week block of the jogscotland programme, targeting inactive women in the community
- **Vibrant Communities** (East Ayrshire) set up a jog group in Kilmarnock and have recently completed their 10-week beginner's block.
- **Wishaw jogscotland** is being run with local athletics group Law & District to help fill a huge gap within North Lanarkshire where there is little provision in the area. 21 joggers attended the first night
- **Home-start Renfrewshire and Inverclyde** started a walk and talk group for their families, where parents are coming along with their children in buggies, chatting, walking and making friends
- **Clydebank jogscotland** set up a group to help people within Clydebank become more active



*"I attended the Jogging group at KA Leisure, loved those sessions, I built up my strength, stamina and confidence to run 5k, around the track! I got involved with NAAC 10k and volunteered on the day which meant fair bit of walking around marshalling etc, again I could do this and enjoyed this experience!*

*Prior to these experiences I have never in my life ran or been involved in running/jogging, even as a teenager! I will be 67 in a few months, so my fitness and health has certainly improved by joining that jogscotland session last year!*

*I would be keen to be involved in any other activities or groups especially April-October when better weather to be outdoors!"*

Edna

Participation Project (E&I Funding) - Development or Enhancement of 13 jog groups in under-represented areas:

- **jogscotland Wellness**, based at the Centre for Mental Health. Two staff members completed the jog leader course in Lossiemouth and are now operating a staff jogging group every Tuesday - and will in due course open the group to patients too.
- Jog Leader course took place in **Perth Prison** in early May, open to both prisoners and prison officers. The six prisoners who were trained now hold couch to 10K sessions every Wednesday morning for other prisoners and at the end of August 2018 a 10K was held in the prison ground
- In the **Torry area of Aberdeen**, a family 2K event was organised and led to the creation of **Torry jogscotland**, in partnership with Aberdeen City Council communities' team. The group is supported by Community Food Initiatives North East (CFINE), who supply each runner weekly with water and an energy bar.

<https://jogscotland.org.uk-three-new-groups-one-day/>

### Disability Inclusion Case Study

A runner with FND (function neurological disorder), who suffers daily pro-longed functional seizures, was keen to become a jog leader and set up an online running group for fellow FND sufferers across Scotland. After an impact assessment and discussions with the coaching team and insurers we have given the go ahead for the runner to be trained as a leader. The runner attended a course in February 2019.

In November 2018, Edinburgh Frontrunners won the jog group of the year at the Annual Awards Dinner. The Edinburgh Frontrunners is the city's running group for LGBT+ people and straight friends. The group caters for all levels from walkers to ultrarunners. The group aims to provide a welcoming and safe space for all. Not only does it work to combat homophobia and transphobia in sport, it also supports many members with chronic health conditions and disabilities including Crohn's disease, mental health issues, deafness and cerebral palsy. The group is a world pioneer when it comes to non-binary inclusion in running - its Pride Run 2017 was the first race in Scotland to officially recognise non-binary entrants and the group has advised on the wider move to allow event organisers to recognise non-binary athletes in Scotland.



### (v) Further Funding

In 2018, jogscotland were also successful in our bid for Spirit of 2012 funding to set up four city groups to engage people from ethnic minority and Syrian backgrounds into physical activity. We used our membership survey to identify the gap in provision for this population of people and also consulted with potential partners and community organisations in each of the identified cities. This fund of £70,000 will allow us to continue with the two community posts.

### (vi) Rainbow Laces Campaign

Since 2015, **scottishathletics** and jogscotland have been involved in the **Rainbow Laces Campaign** together with Stonewall Scotland. More than 4,000 pairs of laces have been distributed along with posters and toolkits for clubs, jogging groups and individuals. In September 2016, 90 jogscotland groups signed up to the campaign, with around 1,300 free pairs given out to groups.

The **Rainbow Laces campaign** is a way for everyone involved in sport to show their support for LGBT equality and inclusivity. National teams, leading clubs, top athletes, fans and grassroots players are lacing up to **Come Out for LGBT** people in sport.

<https://jogscotland.org.uk/get-set-tie-rainbow-laces/>

<https://www.scottishathletics.org.uk/rainbow-laces-winners/>

*"Scottish Athletics have partnered with Stonewall Scotland to support the Rainbow Laces campaign since 2015. Rainbow Laces is all about making sport at all levels a more welcoming and inclusive environment for lesbian, gay, bi and trans people. By promoting the campaign to Jog Scotland groups and at competitions, Scottish Athletics have helped raise awareness of LGBT inclusion in sport and showed people how they can stand up for equality. Scottish Athletics are a valued partner in the Rainbow Laces campaign, and we look forward to working with them going forward"*

**Stonewall Scotland**



### 3.5 TRAINING AND UPSKILLING (coaching)

Create a collaborative training structure that focuses on 'excellence' for coaches and officials at all levels.

#### (i) Young People in Coaching

Young people in athletics can begin experiencing coaching from 14 years + with the Leading Athletics Award. This three-hour workshop is based on a Run, Jump and Throw curriculum, giving attendees the basic knowledge of athletics, where they can develop key leadership skills in their delivery. In 2018, over 200 young people took part in the Leading Athletics Award. The Leading Athletics Award is promoted widely in schools and clubs in each of the Local Authorities (LA). Each LA is supported by **scottishathletics**, by offering one free delivery of the Leading Athletics Award to each LA.

Young members can begin the formal coaching pathway with the Coaching Assistant Award from 16 years old. In 2018, we saw the highest attendance (49%) of attendees in the 16-24 age band; 63 female coaches / 38 male coaches.

#### (ii) Women in Coaching

- 117 male leaders achieved the jog leader award in 2018
- 180 female leaders achieved the jog leader award in 2018
- 99 male coaches achieved level 1 award in 2018
- 109 female coaches achieved level 1 award in 2018
- 35 male coaches achieved level 2 award in 2018
- 31 female coaches achieved level 2 award in 2018
- 26 male coaches achieved level 3 award in 2018
- 6 female coaches achieved level 3 award in 2018

Over the past 12 months we can see that female coaches are active in their development up to level 2, with more female leaders / coaches attending introductory coaching levels (jog leader/ Coaching Assistant), with 47% of female coaches attending level 2 (Athletics Coach/ CiRF). However, we still have a difference in development at level 3.

Following a meeting with Scottish Women in Sport (SWIS), a strategy to increase appeal and benefits of coaching to women has been identified. A targeted programme to increase the number of women progressing from level 2 to level 3 coach qualifications has been produced.

It is important that we recognise the barriers and perceptions for female coaches not progressing through the qualification pathway, and implement strategies to address some of the barriers, including:

- Promote benefits of achieving higher qualification
- Promote leadership skills, confidence, career opportunities, better understanding of coaching females
- Promote the use of successful business women who have developed through sport / coaching
- To recruit a more gender representative tutor workforce. To ensure we have at least one male and one female leading / delivering on every course

To ensure the above is implemented, further development work is required in the Coach Education Pathway to ensure those skills and competences are available in the upper levels of the pathway.

One key action for **scottishathletics**, is the professionalisation of coaching. Part of which will be the alignment of the Coach Education Pathway to the Scottish Qualification Framework (SQF). Along with developing confidence and key leaderships skills, this action will help female coaches towards potential career opportunities in coaching or in business.

*"From my involvement with Scottish Athletics it is obvious that they are working hard to ensure that they create a culture of diversity and inclusion and look thoroughly into ways to support the individual behind the athlete. Their work on identifying the issues that can affect young female athletes is to be applauded and will benefit young women and girls at every stage of their life, not only in the sporting arena"*

*Maureen McGonigle,  
Scottish Women in Sport*



### (iii) Disability Inclusion

- There are currently 16 coaches with a disability coaching in clubs
- Current coach education and development opportunities are inclusive
- An inclusive workshop is available for those interested in coaching athletes with a disability
- We aim to increase awareness and communication of support available to coaches with a disability

In partnership with SDS, support is available for coaches who are registered disabled. Support is available in the form of a reader, scribe or a signer. Support is also available for coaches progressing through any course work in preparation for assessment.

Furthermore, tutors are training to be supportive and adaptable to the individual's needs. All education facilities are accessible.

Through a recent review of the coach education material, additional inclusive coaching content was added to the curriculum. All coaches are now exposed to more para-sport technical content, including wheelchair racing and throwing the club.

### (iv) Welfare and Compliance Policies and Procedures

**scottishathletics** are currently reviewing and updating their welfare and compliance policies and procedures. With the increased awareness of equality and diversity in our sport, our grievance and mis-conduct policies and procedures will incorporate any misuse of language and/or behaviour of our members towards the protected characteristics.

For example, guided principles around transphobia. A recommendation going forward is for our Welfare Officer to attend the Equality and Diversity Advisory Group meetings to ensure we have national uniformity and compliance in each of these areas.

**scottishathletics** 



### 3.6 MEDIA AND COMMUNICATIONS

Implement a clear plan for media and communications both internally and externally for the sport.

#### (i) Communications Strategy

The **scottishathletics**' Communications Strategy has recently been revised to include Equality and Inclusion.

<https://www.scottishathletics.org.uk/wp-content/uploads/2019/03/Communications-Strategy-2016-updated-January-2019.pdf>

An inclusion survey is planned for circulation to members in April 2019. The results of this survey will be available by June 2019.

#### (ii) Gender Equality #Girls Do Sport Campaign

In October 2017, led by SWIS and the University of West of Scotland, ten 15-minute programmes were created by students, graduates and staff at the university, focusing on women in sport and highlighting one sport per show. Jemma Reekie, European U20 Champion at 1500m helped with the launch of the project in a photo call. The aim of the project was to promote women's sport to a wider audience. The statistics around media coverage of women in sport continues to be low compared with their male counterparts.

<https://www.scottishathletics.org.uk/were-backing-girlsdosport/>

At the higher end of our coverage of elite athletes, the 21 selected for 2017 World and IPC World Championships in London featured nine male and twelve female athletes - our coverage, featuring all athletes who competed, was a very even split in terms of male-female.

- The 2017 Athlete of the Year shortlist featured three females and two males. The winner was male, but a female won Athlete of the Year in 2015, 2016 and 2018.
- The 2017 Para Athlete of the Year shortlist featured three females and one male, with the winner a female. In 2018, it featured two females and one male, with a male winner
- The 2017 U20 Athlete of the Year shortlist featured 4 females and one male, with the winner a female. In 2018, the shortlist featured three females
- The 2017 Master's Athlete of the Year shortlist featured 2 females and one male, with the winner a female. In 2018, the shortlist featured three females, with the winner a female



#### (iii) Equality Stories

Quarterly equality tagged stories are placed on the website to promote the good work that **scottishathletics** are doing in this area. The recent implementation of the Equality and Diversity Advisory Group and the non-binary guidelines for race organisers have both been communicated via our main website, Facebook page and twitter.

<https://www.scottishathletics.org.uk/32904-2/>

The recent communication of the non-binary policy in **scottishathletics** championships produced a lot of positive feedback on twitter.

#### (iv) Promotional Materials

**scottishathletics** and **jogscotland** ensure that all promotional material represents the wider Scottish community, featuring athletes, officials, coaches from all backgrounds covering the protected characteristics.

#### (v) Stride

**jogscotland** produces a quarterly magazine **Stride**, which features stories as part of **jogscotland**'s everyday work. Both the Summer and Autumn 2018 editions featured nearly the whole magazine in Equality related stories.

<https://jogscotland.org.uk/news-and-events/stride-magazine/>



# 04 PRIORITIES GOING FORWARD



**scottishathletics** are committed to ensuring that equality remains firmly embedded within the organisation. We will continually strive to improve the diversity of our sport and fully understand that this is an ongoing process.

- Our new strategy shows our commitment to equality within our mission to build an integrated, inclusive and adaptable model of athletics provision
- **scottishathletics** will continue to ensure that equality and diversity is embedded into the foundations of the organisation through policy and targeted projects
- We will continue to seek additional investment and funding in order to implement and deliver targeted projects aimed at improving the diversity of athletics in Scotland
- Particular emphasis will be placed on addressing areas of under-representation among ethnic minorities, commencing with the Spirit of 2012 project
- Continue to make equality and diversity training accessible to all involved in the sport
- Ensure that our clubs are inclusive and integrated with a clear pathway for athletes by providing equality and inclusion support and guidelines
- Continue annual equality monitoring and ensure that this is eventually embedded within the new CRM system in order to improve response rates
- Continue working with a group of clubs to support them to take a pro-active approach to equality
- Support clubs so they can deal most effectively with discipline in relation to equality - ensure correct policies and procedures are in place
- Continue to support women working at **scottishathletics** to further develop their confidence and competence to be great leaders through workshops and mentoring
- Continue with targeted programme to increase the number of women progressing from level two to level three coaching qualifications

*People sit very much at the heart of our operations and in order to support everyone involved in the sport, we must continue to operate in a way that reflects our values and recognises the role we play in Scottish society.*



scottishathletics Ltd  
Caledonia House South Gyle  
Edinburgh EH12 9DQ

0131 539 7320  
admin@scottishathletics.org.uk  
www.scottishathletics.org.uk



**BELIEVE, BELONG, ACHIEVE TOGETHER**

