

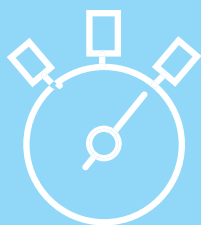
EQUALITY DIVERSITY & INCLUSION

GUIDANCE FOR CLUBS

#SALBelieve #SALBelong #SALAchieve #SALTogether



scottishathletics has
45% male
55% female
ratio of qualified coaches



1 in 8



lesbian, gay and bisexual people
(12%) avoid participating in sport groups
for fear of **discrimination and harassment**

As of January 2021, more than
1,000 jog leaders have been trained
in mental health awareness



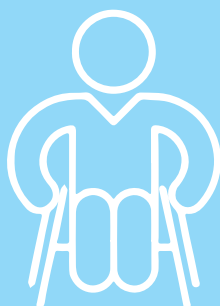
Our largest membership
category is
**junior
females**



52%
of our members are
under 18

2%

of scottishathletics members are
from an **ethnically and culturally
diverse** community



We provide a pathway for para-athletes from
**participation level
to high performance**

sources are stated within the report

EQUALITY DIVERSITY & INCLUSION

GUIDANCE FOR CLUBS

“To what extent does the diversity of your club membership represent your local community?”

“What steps does your club take to ensure that it welcomes people from all backgrounds and abilities?”

“What steps does your club take to understand and respond to the barriers, challenges and opportunities to participation in athletics for people from underrepresented groups?”



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Foreword

Executive Summary

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 of 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.

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 roles 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 **scottishathletics**’ strategy and approving policies and wider sport operational plans. Ultimately, Board members ensure that equality is appropriately embedded and appropriate key performance indicators are in place and monitored resulting in clear accountability across the sport.

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

Colin Hutchison
Chief Executive Officer



Delivery on the Ground

Governance & Management

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.

scottishathletics recognises that the Board is ultimately responsible for the equality within the business. We aim to achieve more inclusive representation at leadership level by taking action to address the diversity of our Board.

In July 2019, **scottishathletics** were delighted to be awarded the **Advanced** Level Status in the **Equality Standard for Sport**, three years after achieving Intermediate. A wide range of staff, Board members and volunteers were involved in our submissions to the panel of assessors with a key thread being that our education on equality, diversity and inclusion is a continued process.

Club Development

As outlined in 'Building a Culture of Success' our mission is to build an integrated, inclusive and adaptable model of athletics provision that inspires every community in Scotland to enjoy athletics and running.

In support of this mission, **scottishathletics** works with members clubs to establish a culture of development & excellence within athletics clubs. Supporting and developing a strong, modern, and sustainable club system enables growth in participation through the recruitment and retention of skilled and diverse club leaders, coaches, and officials.

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 they can be at every level of the sport.

Performance Foundations

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 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 talent and performance support programmes for Scottish athletes provide equal opportunities.

jogscotland & 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.

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.



Training & Upskilling

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

Volunteers lie at the heart of our sport, with Officials an integral part of the volunteer workforce.

scottishathletics is committed to supporting officials and helping them move up the official's pathway. Without you we could not run our Championships in such a professional and well-organised manner. Qualified Officials are also needed for all the Leagues, Open Graded Meetings and Club Championships around the country.

Coaches are vital to our sport. Without the commitment of those who choose to guide and train athletes of all ages, abilities and disciplines, athletics simply would not exist.

The role of the coach at all levels of our sport remains crucial, at whatever age and stage you coach. Your contribution to the development of athletics and the opportunities you provide are a source of inspiration: Whether you are helping

aspiring young athletes to achieve their goals or are working with talented performers in their pursuit of excellence, your support to athletics in Scotland is invaluable.

scottishathletics passionately believes that all athletes require the best coaching support possible and that coaches are equipped to deliver.

Media & Communications

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

The sport of athletics in Scotland is wide ranging in activities with a diverse range of groups, clubs and individuals participating.

As such, our communications are representative of those involved within the sport and the Scottish community. Our communications and news items are inclusive and representative of our participants, embedding equality and diversity into the foundations of the organisation. **scottish**athletics also





address key project areas across the organisation's departments, such as; areas of underrepresentation; ensuring clubs are inclusive and integrated with a clear pathway for athletes; by communicating equality and inclusion support and advice where appropriate; promoting greater female representation across core areas of the sport in line with agreed projects and programmes.

Equality Guidance

This guidance is a resource for clubs to provide support on Equality and Diversity issues, covering the characteristics held and protected by [The Equality Act 2010](#).

It is important to highlight that this document is a guidance and clubs may need to tailor it to depending on the make-up of their club.

scottishathletics, the National Governing Body for athletics in Scotland, is fully committed to equality and ensuring that athletics is accessible to all including all

characteristics held and protected by the Equality Act 2010. We endorse the principle of sports equality and will strive to ensure that everyone who wishes to be involved in athletics (in all its disciplines and forms), whether as athletes, casual participants, club members, officials, volunteers, coaches, office-bearers in clubs or those within the governance structure of **scottishathletics**:

- has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, religion or belief, sex or sexual orientation; and
- can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to enjoy their sport without the threat of intimidation, discrimination, victimisation, harassment or abuse.

scottishathletics has a zero tolerance for any form of discrimination of any kind in athletics, taking positive steps to counteract the effects of physical or cultural barriers – whether real or perceived – that restrict the opportunity for all sections of the community to participate equally and fully.

The protected characteristics as defined in the Equality Act 2010 are:

1. Age
2. Disability
3. Gender reassignment
4. Marriage or Civil Partnership Status
5. Pregnancy and Maternity
6. Race
7. Religion or Belief
8. Sex
9. Sexual Orientation

Equality Policy

It is a condition of **scottishathletics** membership that member clubs:

- Formally adopt **scottishathletics**' Equality Policy, or produce their own equality and diversity policy in terms that are consistent with it; and
- Take steps to ensure that their Committees, members and volunteers behave in accordance with the policy, including where appropriate taking disciplinary action under the Club's constitution; and
- Ensure that access to membership is open and inclusive;
- Support such measures and initiative that **scottishathletics** may institute or take part in to advance the aims of this policy.

*Note: **scottishathletics** will provide advice and training support to clubs in the above areas linked to wider club development support and implementation of programmes*

A copy of the **scottishathletics** Equality Policy to download can be found on our website: [Equality Policy](#)



All clubs should place their Equality Policy on their website and ensure that all members and associates (including athletes, parents, coaches, officials and volunteers) are aware of it.

Support for Clubs

As stated in our strategy “Building a Culture of Success – a Strategy for athletics in Scotland 2018-2026” we are committed to supporting and developing a strong, modern and sustainable club system that grows participation through the recruitment and retention of skilled and diverse club leaders, coaches and officials.

Working closely with member clubs, we continuously review our club support programmes to ensure they meet the needs of clubs and the volunteers and staff who lead them.

See our [website](#) to explore our club support services, which include the Club Development Framework, Club Together and our National Facilities Strategy.

Changing Lives Programme

scottishathletics has recently launched a new club development programme for clubs. [#OnTheRightTrack](#) will focus on Changing Lives Through Sport. Participating clubs will be supported to establish, develop, and integrate a Changing Lives mindset and approach.

What is Changing Lives?

A Changing Lives approach to sport is all about intention.

We know that the benefits for participating in running/athletics (and all sports and physical activity) are significant, namely, improved physical and mental health, and enhanced social connections. For some people, these

benefits are the reason for participation, for others, they are an additional bonus of doing a sport that they love.

A Changing Lives approach and mindset moves the focus away from the sport and onto the participant. With this mindset, clubs and coaches will intentionally use running/athletics to improve the lives of people and/ or their community.

Why is Changing Lives important?

As we move out of the COVID-19 pandemic, we will all be getting use to engaging with our sports in a different way. We also recognise that there are large groups of people that we previous do not engage with that could benefit from participating in our sport.

In 2019, **sportscotland** launched their new corporate strategy “Sport For Life”. For the first time in Scotland, sport is no longer in a silo, doing sport for sports sake. There is now a greater focus on how sport can

influence the national health, education, transport and environmental agendas. A Changing Lives approach and mindset recognises the power of sport has in its ability to change people’s lives, and to positively impact their communities.

By adopting a Changing Lives approach, we will be in a better position to make a greater impact on more people in our communities. Ultimately making our clubs more diverse, inclusive and sustainable.

What is the Programme?

- Monthly #OnTheRightTrack meetings with other clubs to discuss Changing Lives tools, techniques and activities that can be applied to develop their Changing Lives approach.
- Direct support from a/the **scottishathletics** Changing Lives Champion through your NCM to develop a Changing Lives approach.



- Invitations to meet and listen to individuals, clubs and community organisations who demonstrate the Changing Lives mindset.

Club Inclusion Champions

There are several examples of case studies included in this guidance, showcasing the great work that our clubs are doing around inclusion. We know there is a lot of other amazing work going on and we would love to hear more about it. Please contact [Francesca Snitjer](#) with further details of what your club is doing around inclusion, including a photo if possible.

Annual Equality Monitoring

scottishathletics is committed to making your sport accessible to all. We will audit and monitor our business activities regularly and take appropriate steps if it appears that our commitment to equality is not being delivered effectively. Annual equality surveys are carried out on staff, board, coaches, officials, members, and participants to identify any current areas of under-representation or potential inequalities. Without this data, it will make it much more difficult for us to tackle these issues.

The surveys are carried out as part of our responsibilities under the Equality Act, 2010 and as part of the accreditation process for the Equality Standard for Sport.

All responses are anonymous, and information provided is processed in accordance with the Data Protection Act 2018 and the General Data Protection Regulation

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 eight 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.

The group was established through an open recruitment process and details of our current members can be found at the end of this guidance. If you would like to know more about the work that the group does, or to express an interest in getting involved, please contact our Equalities Officer, [Francesca Snitjer](#).

Good practice checklist

This checklist is a toolkit for clubs to **self-evaluate** where they are with regards to Equality and Inclusion within their Club. The suggested actions are not a mandatory requirement of affiliation but have been provided to support clubs who wish to be more proactive around inclusion.



Action hasn't been started



Action has commenced but not completed



Action is already in place

Actions

Governance & Management

| | | | |
|---|--|--|--|
| The club has an Equality policy which has been communicated with all members and publicised on the website | | | |
| The club has a code of conduct for staff/volunteers and members which has been communicated and publicised on the website. The policy includes reference to anti discriminatory behaviour and how incidents can be reported | | | |
| The club has a grievance policy and complaints procedure which has been communicated with all members and publicised on the website. The policy includes anti-discriminatory behaviour | | | |
| The club actively develops and recruits a diverse workforce (coaches, volunteers) | | | |
| The club is familiar with the ClubServe system to review progress across several areas of the club's business | | | |
| The club is aware of the most recent Safeguarding Policies and are aware how to report a concern if necessary | | | |
| Coaches and volunteers receive regular training on diversity and inclusion | | | |
| The club actively encourages members to complete the scottishathletics annual equality monitoring form and is able to explain the benefits of completing the survey | | | |
| The club has an equality and inclusion working group | | | |
| The club carries out their own annual monitoring audit on members and volunteers and uses this information to identify potential areas of under representation | | | |

Club Development

| | | | |
|---|--|--|--|
| The club reflects the diversity of their local communities | | | |
| The club takes prompt and decisive action against anyone in the organisation who discriminates against, bullies, or harasses or whose behaviour or language is inappropriate or offensive | | | |

| Actions | | | |
|---|--|--|--|
| The club recognises and understands the barriers to participation for people from ethnically and culturally diverse communities and takes positive steps to address barriers to participation | | | |
| The club recognises and understands the barriers to participation for LGBTQI+ people and takes positive steps to address barriers to participation | | | |
| The club recognises and understands the barriers to participation for people from different religions and beliefs and takes positive steps to address barriers to participation | | | |
| The club recognises and understands the barriers to participation for people with a disability and takes positive steps to address barriers to participation | | | |
| The club recognises and understands the barriers to participation for women and girls and takes positive steps to address barriers to participation | | | |
| The club understands/recognises the barriers to participation for older people and takes positive steps to address barriers to participation | | | |
| The club is familiar with UK Athletics' Trans Policy and is comfortable explaining it to its members. | | | |
| A copy of UK Athletics' Trans Policy is on the club website | | | |
| The club is aware of the Scottish Athletics non-binary guidelines for Race Organisers | | | |
| The club is aware of the Scottish Athletics Non-Binary policy for all championship events | | | |
| The club gets involved in campaigns to raise awareness and promote inclusion eg. the Rainbow Laces, International Women's Day, Mental Health Awareness Week etc. | | | |
| The club incorporates athletes with a disability into mainstream activity where possible or your clubs has an integrated disability section | | | |
| The club encourages participation for people of all ages (5+), tailoring the coaching, training and facilities to meet the needs of all individuals | | | |
| The club delivers a Run, Jump, Throw programme for children aged 5-12 years old in partnership with scottishathletics | | | |
| The club positively encourages inclusion from all ethnically and culturally diverse communities | | | |

| Actions | | | |
|--|--|--|--|
| The club works with local communities to increase representation of ethnically and culturally diverse communities | | | |
| The club is familiar with religious holidays and festivals, observance of religious beliefs, dietary restrictions, cultural differences/restrictions and clothing restrictions (particularly for women) and makes reasonable provisions to assist when these coincide with training. | | | |
| The club consults the religious festival calendar before arranging events and makes every effort to ensure that no one participant is excluded where events clash if there is an alternative date available | | | |
| The club provides female members with equal training and competition opportunities. | | | |
| Where possible, the club ensures personal safety for female members at the end of a session and has made members aware of the Running Safety Guidelines 2021 . | | | |
| The club actively encourages female coaches and their development up the pathway. | | | |
| The club provides its members Mental Wellbeing guidance which is displayed on the website | | | |

Training & Upskilling

| | | | |
|---|--|--|--|
| The club coaches and volunteers have undergone Equality training in order to increase awareness, effective community engagement and consultation. | | | |
| The club provides opportunities for coaches to access disability inclusion training | | | |
| The club coaches and volunteer have underdone Mental Wellbeing in Sport and Physical Activity training | | | |

Media & Communications

| | | | |
|--|--|--|--|
| The club uses inclusive language on website and in policies and targeted promotional material. | | | |
| The club uses diverse images and stories on social media and their website to highlight the diversity of the club (gender, age, ethnicity, disability) | | | |
| The club gets involved in inclusion campaigns and communicates this on its website and social media | | | |

Facilities

| | | | |
|---|--|--|--|
| The club's training facility has suitable access for athletes with a disability | | | |
|---|--|--|--|

Club Inclusion Champion

Corstorphine Amateur Athletics Club



At the beginning of 2021, Corstorphine AAC set up an **Equality Working Group** to address areas of action for the Club to be more inclusive and representative of their local community.

Comprising of five volunteers from a range of backgrounds and experience, the Group will meet once a quarter to discuss inclusion and diversity at CAAC. The Group's aims are to survey all members and volunteers on an annual basis to identify areas of under representation, organise inclusion training and education for Coaches, get the Club involved in diversity campaigns such as the Rainbow Laces, address barriers to participation and provide a positive and supporting environment for all athletes, coaches, volunteers and officials regardless of their

age, race, sex, religion, sexual orientation, gender identity, disability, marital or civil partnership status, pregnancy or maternity.

As part of their equality and inclusion work, CAAC are keen to support and promote the Athletics Pride Network (APN) and their goals to create a safe space for LGBTI+ athletes, coaches, officials and allies to come together to share their stories and help educate others.

The Club have also provided Mental Health and Wellbeing Support Guidance for all their members which is communicated on their website.



The Equality Act 2010 Protected characteristics

Support and Guidance

This next section provides advice and best practice guidance to clubs on the nine protected characteristics covered by the Equality Act 2010:

Age

Disability

Gender Reassignment

Marriage Or Civil Partnership Status

Pregnancy And Maternity

Race

Religion or Belief

Sex

Sexual Orientation





Age

Age - The Equality Act 2010:

- (1) In relation to the protected characteristic of age—
 - (a) a reference to a person who has a particular protected characteristic is a reference to a person of a particular age group;
 - (b) a reference to persons who share a protected characteristic is a reference to persons of the same age group.
- (2) A reference to an age group is a reference to a group of persons defined by reference to age, whether by reference to a particular age or to a range of ages.

- The mid-year population estimate for Scotland on 30 June 2016 was 5,404,700, with 17% of people estimated to be aged under 16, 65% aged 16-64 and 18% aged 65 and over.
- Current projections suggest that the population of Scotland will rise to 5.7 million by 2039, and that the population will age significantly, with the number of people aged 65 and over increasing by 53% between 2014 and 2039.
- Older people are more likely to have a limiting condition or disability. This means that many older people can face the same barriers as disabled people in sports participation (source)
- According to the **scottishathletics** database:
 - 52% of our members are under 18
 - 42% are aged 18-60 years
 - 6% are over 60.
 - Our largest membership category is junior females.

scottishathletics offer competition opportunities for all age groups, starting with U12 SUPERteams through to Masters (no upper age limit). In January 2019, **scottishathletics** released a framework for under 11 competition following feedback received during our competition review. The paper outlines appropriate competition opportunities for under 11s utilising inter and intra-club competition.

One of the actions for the new strategy is the implementation of the **Run, Jump, Throw** athletics programme to Scottish Clubs and their partners (schools/local authorities/leisure trusts) targeting children from five to 12 years.

For all events, see the [Events Calendar](#)



Best practice

Clubs encourage participation for people of all ages (5+), tailoring the coaching, training and facilities to meet the needs of all individuals. Clubs may wish to work with partners (e.g. Local Authority or Leisure Trust) to deliver appropriate programmes for the lower age groups.

Clubs understands/recognises the **barriers to participation** for older people

Clubs encourage members from all ages to be involved in Committee roles and volunteering.

Welfare

For any queries about Child or Adult Safeguarding, please go to:

<https://www.scottishathletics.org.uk/about/welfare/safeguarding/#>

Further Support



Please contact your **National Club Manager** or the **Events Team**

Club Inclusion Champion

Springburn Harriers



Erin Gillen joined Springburn Harriers aged 15 after becoming a Young Ambassador with **sportscotland**. Her work as a Young Ambassador helped her to establish links between her school and the Club. The Club started her on the coaching pathway and aged 16 she had already achieved Level 1 and Level 2 by 18 (the minimum age requirement). She now coaches Under 11s at Springburn. Erin had no previous experience in a leadership role prior to this and credits her leadership experience as a Young Ambassador for her decision to become involved.

Erin is part of the project team now for the Young People's Sports Panel which involves engaging young people to make a difference on a National Level. She wouldn't be in such a role if she hadn't been provided with the opportunities that Springburn Harriers had provided for her.

Now aged 19, Erin has had the opportunity to present to the board of **sportscotland**, sit on the decision panel for the gold school sport awards and undergo disability inclusion training to add to her coaching qualifications.



Since being a volunteer coach for Springburn Harriers it has given me an abundance of skills that I'm now able to freely and confidently lead sessions, communicate with athlete's/parents and other young leaders/coaches. My work with the harriers has been the catalyst to my journey through sport and has given me the confidence to enjoy all aspects of the sport and has enabled me and other young leaders to make positive change to something we love".



Disability

This section covers physical disabilities, sensory disabilities, learning disabilities and mental health

Disability - The Equality Act 2010 suggests:

- (1) A person (P) has a disability if—
 - (a) P has a physical or mental impairment, and (b) the impairment has a substantial and long-term adverse effect on P's ability to carry out normal day-to-day activities.
- (2) A reference to a disabled person is a reference to a person who has a disability.
- (3) In relation to the protected characteristic of disability—
 - (a) a reference to a person who has a particular protected characteristic is a reference to a person who has a particular disability;
 - (b) a reference to persons who share a protected characteristic is a reference to persons who have the same disability.

- 21% of the Scottish population have a disability (Scottish Household Survey 2017)
- There are an estimated 120,000 people who have a learning disability in Scotland (ENABLE)
- 1 in 3 adults in Scotland reported symptoms of a mental health condition in a given year (MIND 2016)
- There is provision within athletics for individuals with a disability to participate and compete domestically, but please note that there are specific criteria that allows an athlete to be classified and progress on the para-athletics pathway. Further information about eligibility and classification can be found on the [WPA](#) website
- Of our current membership database, 2.4% have disclosed a disability or impairment.
- 12 clubs deliver disability specific sessions and integrated within the main club
- There are currently three disability specific athletics clubs



Para athletics

In March 2020, **scottishathletics** recruited **National Disability Pathways Officer**, Pamela Robson. **scottishathletics** work in partnership with **Scottish Disability Sport** to provide training and competition

opportunities for athletes with a **physical, sensory, and learning** disability, which will allow them to take part in athletics and reach their full potential.

We provide a pathway for para-athletes from participation level to high performance, providing local, national and international competition opportunities. We support athletes to access suitable mainstream or disability-specific clubs and work with coaches to provide appropriate training opportunities.

scottishathletics, in partnership with Scottish Disability Sport, deliver disability and inclusion training and workshops to coaches, volunteers, education and support services. The workshops available include:

- How to Coach Disabled Athletes in Sport
- Inclusive Athletics
- UK Disability Inclusion Training
- **British Athletics Disability Inclusion Training** – this module is an interactive eLearning course



Get Involved!



Club Inclusion Campaign Ideas:

- Cerebral Palsy Awareness Month
- World Autism Awareness Week
- International Day of Persons with Disabilities

Events

There are many open events throughout the year that allow for para-athletes to compete. Some para events are integrated into the senior national track and field championships. Scottish Disability Sport work with **scottishathletics** to offer a range of disability specific competitions across the country, throughout the year. We have an overview of regional, national and international competitions that are suitable for para-athletes. Please see our [Events Calendar](#) for a full list.

Assistance Forms can be completed if you have an athlete in your club who has a disability, competing in an event. Assistance can include help in the call room and at the start of the race. Please contact the [Events Team](#) at **scottishathletics** for more information.

Access and Equipment

All clubs should ensure that the facility used for training is accessible, has disabled parking and additional equipment is provided where necessary.

For more information on Disability Inclusion at your club, please contact your [National Disability Pathway Officer](#)

Best Practice

Clubs incorporate para-athletes into mainstream activity where possible. They may also wish to consider a disability section, where appropriate, which provides participation opportunities for a wider community.

- Clubs provide opportunities for its members to access disability inclusion training.
- Clubs work with appropriate partners to ensure that provision is made for access and equipment (provisions for visually and hearing impaired etc).



- Clubs ensure that their website provides details of the assistance that can be offered to athletes with a disability.
- Clubs ensures that resources and information on mental health and well-being are made available to members.

Resources

The following resources are available on request:

- A Guide to Para Athletics Classification
- Promoting Inclusive Practice in Sports Clubs
- Wheelchair and FrameRunning Safe Return

Please email Pamela Robson
pamela.robson@scottishathletics.org.uk
to access.

Further Support

Please contact your [National Disability Pathway Officer](#), [National Club Manager](#) or [Scottish Disability Sport](#) branch contact. Inclusion support can also be found on our website.

Mental Health and Wellbeing

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.

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, 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.

Mental Wellbeing in Sport and Physical Activity Online Training

This course is aimed at those who participate in sport and their support networks such as coaches, family and medical support staff, and was written in partnership with Jane Fylan, UK Athletics Duty of Care Lead and is endorsed by Double Gold Olympic medallist, Dame Kelly Holmes DBE.

Course Objectives:

- Have a greater awareness of common mental health disorders and their prevalence amongst sports people
- Recognise some of the warning signs of common mental health disorders
- Have an increased understanding of how the pressures of sport can impact on mental health
- Understand the health benefits of participating in sport and physical activity

- Know what to do if you are concerned about someone
- Know how to promote mental wellbeing in sport

For Coaches, Team Managers and Club Welfare Officers accessing the course, please click [here](#). For Parents, Athletes and Medical Support Staff accessing the course, please click [here](#).

In April 2017, **scottishathletics** announced a new collaborative partnership with **SAMH** (Scottish Association for Mental Health) to deliver the on-going operations of **jogscotland**. The principle 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”

As of January 2021, we were proud to announce that more than 1,000 **jogscotland** jog leaders have now been trained in mental health awareness with our partners SAMH (Scottish Association for Mental Health). It is a major milestone for





jog**scotland**, made possible by all the jog leaders who have taken time to complete the online course and develop new skills to support their joggers' wellbeing.

We kicked off the 'I'm here' movement with 140 leaders who had completed the training, receiving the badge and making pledges at their groups to support mental health conversations. Since then, the numbers have continued to grow, and everyone who now trains as a jog leader is invited to take the course when they complete the Leader in Running Fitness (LiRF) qualification. Even covid couldn't stop the movement, with the LiRF course transitioning to blended learning, and all of the 220 leaders trained during 2020 being invited to complete the Mental Health Awareness training. The number of jog leaders who have completed the course now stands at 1018.

jog**scotland** have also signed Scotland's Mental Health Charter for Physical Activity and Sport.

Get Involved!



Club Inclusion Campaign Ideas:

- Mental Health Awareness Week
- Time to Talk Day

Resources

E-learning - SAMH offers two e-learning courses, accredited by CIMSPA which are useful for coaches, parents, club leaders and athletes. You can [click here to register](#) for the Mental Health Awareness and Supporting Behaviour Change courses.

- Wellbeing Assessment
- Five Ways to Better Wellbeing
- Understanding Mental Health Problems
- Understanding Depression
- Understanding Anxiety and Panic Attacks
- Stigma and Discrimination

Further Information

SAMH

See Me



Further Support



For further support or information on Mental Health and Wellbeing, please contact your [National Club Manager](#)

Club Inclusion Champion Perth Strathtay Harriers



Perth Strathtay Harriers have an established and vibrant disability inclusion programme, offering a variety of training options from bespoke to fully integrated.

The experienced coaching team at the club work with local schools, care groups and NHS staff to deliver regular training opportunities throughout the year.

The club's vision is:

“To develop an informed, educated and inclusive athletics community and create a clear pathway to ensure that people of all abilities are supported to participate, progress and perform in athletics”



Perth Strathtay Harriers are a fully inclusive athletics club. We welcome participants of all abilities, including those who have a physical, sensory or learning disability, to come and give our sport a try”

At the Scottish Athletics Annual Awards in 2020, Perth Strathtay Harriers were the inaugural winners of the **Janice Eaglesham MBE Para Development Club of the Year**.

The club works with a large group of athletes with a physical, sensory and/or learning disability. The club has a simple approach: **coach the athlete, not the disability**. This ethos applies to athletes training and competing regularly from grassroots to international level. During lockdown, the club creatively engaged athletes, families and carers in both physical and social activities, stimulating mental health as well as physical health. Athletes worked remotely; training plans were adapted; and on-line social events were successfully organised to keep everyone engaged.



Gender Reassignment

Gender Reassignment – The Equality Act 2010:

- (1) A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.
- (2) A reference to a trans person is a reference to a person who has the protected characteristic of gender reassignment.
- (3) In relation to the protected characteristic of gender reassignment—
 - (a) a reference to a person who has a particular protected characteristic is a reference to a trans person;
 - (b) a reference to persons who share a protected characteristic is a reference to trans people.

- There isn't an accurate figure for how big the UK trans community is, but the best estimate at the moment is that around 1 per cent of the population might identify as trans, including people who identify as non-binary. That would mean about 600,000 trans and non-binary people in Britain, out of a population of over 60 million ([source](#))
- Three in ten trans people (29%) have been discriminated against while exercising at a fitness club or at a sport group (LGBT in Scotland: Hate Crime and Discrimination, 2017)
- 46% of trans people who are active identified negative personal experiences within a sports setting within the previous 12 months (Outsport Scotland report, 2019).
- **scottishathletics** adopts [UK Athletics' Trans Policy](#) for athletics competitions.
- Between April and September 2018, 33 race organisers included a non-binary competition category within their events. Four of the events are in Track & Field, and one was a scottishathletics Championship event in trail running.
- In 2017, **scottishathletics** successfully proposed a rule change to UKA to allow a third gender category in mass participation races.
- 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.

Trans is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth (www.stonewall.org.uk/help-advice/glossary-terms) This includes trans men, trans women, and also non-binary people who don't identify as a men or women but in a different way. Trans people do not have to have undergone some sort of medical intervention to be protected under the protected characteristic of 'gender reassignment' under the Equality Act. 'Gender Reassignment' can also refer to things such as changing names, pronouns, dressing differently and living in their self-identified gender.

Best Practice

- Clubs understand/recognise the [barriers to participation](#) for trans, including non-binary people



- Clubs are familiar with [UK Athletics' Trans Policy](#) and is comfortable explaining it to its members. Clubs should have a copy of it on its website
- Treat the trans person with dignity and respect
- Respect the private and confidential nature of the person's situation
- Agree with the trans person how information is to be shared with others if this is necessary
- Support the trans person with their choice of changing facilities where possible – a conversation should be had around where this person feels most comfortable changing.
- Complaints from other users or competitors must be handled carefully. It may be that the other users find it uncomfortable to share facilities with trans people, but it is the duty of the club and competition officials to ensure that confidentiality is not compromised, and that members and competitors are not subjected to abuse, whether physical or verbal, on any ground.
- Take prompt and decisive action against anyone in the organisation who discriminates against or whose behaviour or language is inappropriate or offensive to or about trans people. Use your disciplinary procedures to manage this (please speak to your [National Club Manager](#) if you do not have a disciplinary/complaints policy).
- Trans females and trans males may take part in women's and men's activities, respectively, where these aren't competitive, including training, friendly or fun runs. Please see [UK Athletics' Trans Policy](#) for competitive events
- The provision of gender-neutral facilities is an increasingly popular choice for many people as well as directly supporting non-binary people's participation. Ways to do this will depend on the facilities where training or events are held. Involve anyone in your club who identifies themselves as non-binary in any discussions about this.



Get Involved!

Club Inclusion Campaign Ideas:

- International Day against Homophobia, Transphobia and Biphobia (IDAHOBIT)
- Lesbian Gay Bisexual Trans History Month
- Trans Day of Visibility



- Include a non-binary gender option on your membership form. Where possible, you should allow people to opt out of selecting a title or provide a gender-neutral option. The most popular gender-neutral title is Mx.

scottishathletics are a signatory of the Scottish LGBT Sports Charter and work closely with UKA and the home countries to provide the best support for Trans participants. We also regularly consult with equality advisory groups to understand the barriers to participation.

Non-binary category in scottishathletics

What do we mean by non-binary?

Some people feel that their gender identity cannot be simply defined by the expected binary terms of 'man' or 'woman'. Instead, they experience their gender in another way. Typically, we refer to this group of people as being 'non-binary'. The term non-binary refers to a person: Identifying as either having a gender which is in-between or beyond the two categories 'man' and 'woman', as fluctuating between 'man' and 'woman', or as having no gender, either permanently or some of the time (www.scottishtrans.org/non-binary)

scottishathletics has licensed events with a non-binary category with a strong 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](#). This information was communicated to all race / event organisers who license their events through the organisation.

As of April 2019, all **scottishathletics** championship events have included a non-binary gender category within the event entry options. The scottishathletics policy on non-binary athletes competing within Scottish National Championship events can be found on our Equality pages.

Further Support



Please contact your **National Club Manager** or our Equalities Officer **Francesca Snitjer**



This section has been produced with the assistance of Leap Sports Scotland and the Equality Network



Marriage or Civil Partnership Status

Marriage and civil partnership - The Equality Act 2010

- (1) A person has the protected characteristic of marriage and civil partnership if the person is married or is a civil partner.
- (2) In relation to the protected characteristic of marriage and civil partnership—
 - (a) a reference to a person who has a particular protected characteristic is a reference to a person who is married or is a civil partner;
 - (b) a reference to persons who share a protected characteristic is a reference to persons who are married or are civil partners.

There is no specific guidance offered to clubs on Marriage and Civil Partnership Status, but please contact your **National Club Manager** if you have any questions relating to it.



Pregnancy and Maternity

There is no specific guidance offered to clubs on Pregnancy and Maternity, however jog**scotland** has produced a jog leader resource book which covers pre/postnatal considerations.

Resources

Exercise in Pregnancy (NHS)
jogscotland Mums on the Run



Further Support



If you would like any further advice on tailored training during pregnancy, please contact your **National Club Manager** or jog**scotland**'s Development Officer, Jo Stevens, jo.stevens@scottishathletics.org.uk who holds a Level 3 qualification in pre/postnatal exercise.



Race



Race - The Equality Act 2010:

- (1) Race includes— (a) colour; (b) nationality; (c) ethnic or national origins.
- (2) In relation to the protected characteristic of race— (a) a reference to a person who has a particular protected characteristic is a reference to a person of a particular racial group;
 - (b) a reference to persons who share a protected characteristic is a reference to persons of the same racial group.
- (3) A racial group is a group of persons defined by reference to race; and a reference to a person's racial group is a reference to a racial group into which the person falls.
- (4) The fact that a racial group comprises two or more distinct racial groups does not prevent it from constituting a particular racial group.

- According to the 2011 Census, the percentage of people in Scotland from minority ethnic groups had doubled to 4%, up from 2% in 2001
- A report from the Glasgow Centre for Population Health 2017 projects an increase from 4% to 7% in the percentage of minority ethnic groups between 2011 and 2031. ([source](#))
- The proportion of the population reported as belonging to an ethnically and culturally diverse community varied by council area. The highest figures were in the four council areas containing the large cities:

| | |
|-------------------|------------|
| Glasgow: | 12% |
| Edinburgh: | 8% |
| Aberdeen: | 8% |
| Dundee: | 6% |

- Approx. 2% of **scottishathletics** members are from an ethnically and culturally diverse community



Best practice

- Clubs understand/recognise the barriers to participation for people from different ethnic backgrounds and works with their **National Club Manager** or key partners to support inclusion of these groups.
- Clubs positively encourage inclusion from all ethnically and culturally diverse communities
- Clubs reflect the diversity of their wider community
- Clubs take prompt and decisive action against anyone in the organisation who discriminates against, bullies or harasses or whose behaviour or language is inappropriate or offensive to or about people from ethnically and culturally diverse communities. Use your disciplinary procedures to manage this (please speak to your **National Club Manager** if you do not have a disciplinary/complaints policy).

- Volunteers (and members) undertake Equality/Race Equality training.
- Clubs work with local communities to increase representation of ethnically diverse cultures

In December 2020, **scottishathletics** became a signatory of the Business in the Community Race at Work Charter. This provides a framework for employers to take practical steps to ensure that their workplaces are tackling barriers that ethnic minority people face in recruitment. With the support of BITC, **scottishathletics** as a signatory is committed to delivering the five principles of the Charter:

- Appoint an Executive Sponsor for race
- Capture ethnicity data and publicise progress
- Commit at Board level to zero tolerance of harassment and bullying
- Make clear that supporting equality in the workplace is the responsibility of all leaders and managers
- Take action that supports ethnic minority career progression



Get Involved! 

Club Inclusion Campaign Ideas:

- Black History Month

Further Support 

Please contact your **National Club Manager** or our Equalities Officer **Francesca Snitjer**

Club Inclusion Champion

Shettleston Harriers



Shettleston Harriers has a proud history of social involvement with disadvantaged communities based in the East End of Glasgow. In recent years they have

helped many people from the Refugee and Immigrant Communities – as well as supporting them to get involved with sport with help with costs and kit we have helped them in other areas such as housing and putting them in touch with other support groups to help them with other aspects of life They have partnerships and work with the Red Cross, Refugee Council, Community InfoSource, Action for Children and Barnardos to name a few.

Some of them have went on to compete for Scotland and one of them competed in the Olympic Games. At the age of

eight, Tsegai Tewelde was injured in a land mine explosion that killed a friend of his, leaving him with a scar on his forehead after he was hit by shrapnel.

In 2008, he and six other members of the Eritrean team sought political asylum in the United Kingdom following the World Cross Country Championships in Edinburgh. He joined Shettleston Harriers. As well as helping with training costs etc the club also helped Tsegai in other aspects of his life such as supporting him to get his British Citizenship in the autumn of 2015. In 2016 Tsegai was picked to represent the UK at the Rio Olympics after running 2:12:23 at the London Marathon Olympic Trial.

Shettleston Harriers has a high percentage of athletes from an ethnic minority background compared to the Scottish Census. Nearly 10% of all members (8.41% of male members and 10.36% of female members) are either African-Caribbean, Asian, Middle Eastern or Mixed Race.

The club also obtained funding to pay for facility access for members from more challenging backgrounds – this has helped open up greater opportunities in the community and for those who wouldn't have been able to access the facilities or the club previously.





Religion or belief

Religion or belief - The Equality Act 2010:

- (1) Religion means any religion and a reference to religion includes a reference to a lack of religion.
- (2) Belief means any religious or philosophical belief and a reference to belief includes a reference to a lack of belief.
- (3) In relation to the protected characteristic of religion or belief—
 - (a) a reference to a person who has a particular protected characteristic is a reference to a person of a particular religion or belief;
 - (b) a reference to persons who share a protected characteristic is a reference to persons who are of the same religion or belief.

- In Scotland, the 2011 Census shows that over half of the population identifies as Christian. More than a third of the population identifies as having no religion, and 2.5 per cent identify with a minority religion or belief. Although this is a small percentage, this equates to 136,000 people identifying with a minority religion or belief.
- 1.4% (77,000) identify as Muslim ([source](#))
- According to the 2020 **scottishathletics** Equality Monitoring Survey, 53.8% of respondents don't identify with any religion.
- Despite the lack of evidence, the data available for Scotland does suggest that people with a Muslim faith are less likely take part in sport, with particularly low levels of sports participation among Muslim women ([source](#))

Best Practice

Clubs understand/recognise the **barriers to participation** for people from different **religions** and works with their National Club Manager to support inclusion of these groups.

Clubs are familiar with religious holidays and festivals, observance of religious beliefs, dietary restrictions, cultural differences/restrictions and clothing restrictions (particularly for women) and

make reasonable provisions to assist when these coincide with training. Where possible, consult the **religious festival calendar** before arranging events.

Further Support



Please contact your **National Club Manager** or our Equalities Officer **Francesca Snitjer**





Sex

Sex - The Equality Act 2010

- (a) a reference to a person who has a particular protected characteristic is a reference to a man or to a woman;
- (b) a reference to persons who share a protected characteristic is a reference to persons of the same sex.

- In 2016, 51% of Scotland's population were women and 49% were men. This proportion has not changed much since 1947
- According to the **scottish**athletics database, 55% of our members are male, and 45% female. Junior female is our largest category of members
- **scottish**athletics has 55% male /45% female ratio of qualified coaches in total, but there are only 23.5% female coaches at the highest level
- The ratio of officials according to our database in 2021 is 52% male / 48% female. The percentage difference between men and women increases slightly, however, with Level 3 and 4 officials
- In February 2017, Senior men and women ran the same distance at the National XC for the first time
- From December 2018, all races at the District National Cross-Country Championships will run the same distance.

Best Practice

Clubs actively encourage female coaches and their development up the pathway.

Clubs provide female members with equal training and competition opportunities.

Where possible, the club ensures personal safety for female members at the end of a session and has made members aware of the Running Safety Guidelines 2021.

Running Safety

In partnership with British Athletics, [Running Safety Guidelines](#) were produced. These include advice on keeping yourself safe, how to deal with negative behaviour towards you when out running, how to report incidents after they happen, and – importantly – advice for non-runners on how to be a running ally. The document makes it clear that some behaviour that might seem like a joke, like



tooting your horn, shouting, or running alongside a jogger, can feel intimidating.

Fortunately, the vast majority of runs pass without incident, but we're pleased to offer these suggestions to help our members cope with any unacceptable behaviour that might occur.

Safeguarding

In partnership with UK Athletics and the Home Country Athletics Federations, **new safeguarding policies and procedures** were launched in June 2021. Athletics clubs in Scotland and their dedicated Welfare Officers are thus an integral part of a joined-up approach across all UK Nations ensuring a cohesive case management structure supporting clubs and ensuring referral of cases towards UK Athletics (where there will be greater expertise).



Get Involved!



Club Inclusion Campaign Ideas:

- International Women's Day
- Men's Health Awareness Month

This new approach provides clear structure and guidance for safeguarding in athletics across the UK with all cases now reporting in and to be overseen by the UKA safeguarding team.

For further information on welfare, please contact the [Welfare Team](#).

Further Support



Please contact your [National Club Manager](#) or our Equalities Officer [Francesca Snitjer](#)



Sexual Orientation

Sexual orientation – The Equality Act 2010

- (1) Sexual orientation means a person’s sexual orientation towards—
 - (a) persons of the same sex,
 - (b) persons of the opposite sex, or
 - (c) persons of either sex.

- (2) In relation to the protected characteristic of sexual orientation—
 - (a) a reference to a person who has a particular protected characteristic is a reference to a person who is of a particular sexual orientation;
 - (b) a reference to persons who share a protected characteristic is a reference to persons who are of the same sexual orientation.



- 82% of respondents witnessed homophobic language within sport in the last 12 months (Outsport Scotland Report, 2019)
- 17% of lesbian, gay and bisexual people have experienced and 49% have witnessed homophobia or transphobia in sport ([source](#))
- 66% of lesbian, gay and bisexual people felt that there were problems with homophobia and transphobia in sport and that this acted as a barrier to lesbian, gay and bisexual people taking part ([source](#))
- One in eight lesbian, gay and bisexual people (12%) avoid going to the gym or participating in sports groups because of fear of discrimination and harassment ([source](#)).

Best Practice

- Clubs should understand/recognise the **barriers to participation** for lesbian, gay and bisexual people and works with their National Club Manager to support inclusion.
- Clubs undergo Equality training in order to increase awareness, effective community engagement and consultation.
- Clubs use inclusive language on website and in policies and have targeted promotional material. Clubs take prompt and decisive action against anyone in the organisation who discriminates against, harasses or bullies or whose behaviour or language is inappropriate or offensive to or about lesbian, gay and bisexual people. Use your disciplinary procedures to manage this (please speak to your **National Club Manager** if you do not have a disciplinary/complaints policy).

scottishathletics works closely with LEAP Sports Scotland, the Equality Network and Stonewall Scotland to encourage participation from those with diverse sexual orientations and promote equality and diversity within our governing body and our clubs.

Rainbow Laces Campaign

(more info www.stonewall.org.uk/our-work/campaigns/rainbow-laces)

Since 2015, **scottish**athletics and jog**scotland** have been involved in the Rainbow Laces Campaign together with Stonewall Scotland. The campaign is a way for everyone in sport to show their

support for LGBT equality and inclusivity. Since we have been involved in the campaign, more than 4000 pairs of laces have been distributed along with posters and toolkits for clubs, jogging groups and individuals. If your club is interested in getting involved, please contact our Equalities Officer **Francesca Snitjer**

Resources

<https://www.lgbtyouth.org.uk/media/1036/coming-out-guide-for-lgb-people.pdf>

Further Support



Please contact your **National Club Manager** or our Equalities Officer **Francesca Snitjer**



Get Involved!



Club Inclusion Campaign Ideas:

- International Day against Homophobia, Transphobia and Biphobia (IDAHOBIT)
- LGBT History Month
- Rainbow Laces Campaign
- PRIDE



This section has been produced with the assistance of Leap Sports Scotland and the Equality Network

Club Inclusion Champion Glasgow FrontRunners



Founded in 2010, GFR are an inclusive community-based road-running group designed to encourage sports participation in Glasgow's Lesbian, Gay, Bisexual, Transgender and Queer communities and their allies. The team of volunteers at the Club are passionate in facilitating a safe, inclusive space for their members to pull on their running trainers and achieve their personal fitness, wellbeing, social and sporting ambitions.

Their aims are to:

- To promote health and wellbeing through running among lesbian, gay male, bisexual and transgender (LGBT) adults, regardless of race, religion, sex, sexual orientation or physical ability;
- to combat discrimination and homophobia in sport, and to encourage LGBT involvement in the sporting and local community;

- to provide coaching for the members and to organise competitions and social activities.

In pursuit of these aims the Club promotes equal opportunities and encourages gender parity.

As well as running training sessions, the Club also hosts events like the Rainbow Run, which takes place each year during February. It is GFR's oldest community event and aims to raise awareness of LGBT+ History Month, while raising funds for LGBT+ focussed charities. They are committed to improving opportunities for LGBT+ to be included, visible and represented in sport and ensuring anyone who wants to run with the Club has a safe, welcoming and supportive space. GFR promote inclusivity across all areas including celebrating International Women's Day and Mental Health and Wellbeing.

Additional Information



Poverty

Poverty is not a characteristic covered by the Equality Act 2010 but living in an area of multiple deprivation can be a barrier to participating in sport. Deprived does not just mean poor or low income, but it can also mean that people have fewer resources and opportunities. The SIMD (Scottish Index of Multiple Deprivation) tool can be used to identify areas where people are experiencing disadvantage across aspects of their lives, including access to sport. SIMD gives a ranking for each small area, or data zone, which shows how deprived that area is compared to other areas. Changes in the rank for one area may be due to other areas becoming more or less deprived.

According to the [Scottish Index of Multiple Deprivation 2020](#):

- the area with the largest local share of deprived areas was Inverclyde, with 45% of data zones among the 20% most deprived areas in Scotland

- Glasgow City has similar deprivation levels at 44%
- other local authorities with relatively high levels of deprivation include North Ayrshire and West Dunbartonshire at 40% and Dundee City at 38%
- Na h-Eileanan an Iar, Shetland and Orkney have no areas among the 20% most deprived in Scotland, however, this does not mean there are no people experiencing deprivation living there
- over half of people on low income do not live in the 20% most deprived areas in Scotland
- levels of deprivation have fallen in Glasgow City, Renfrewshire and City of Edinburgh compared to SIMD 2016. Glasgow City showed the biggest fall, from 48% of data zones in the 20% most deprived areas in Scotland, to 44%





levels of deprivation have increased in Aberdeen City, North Lanarkshire, Moray, East Lothian, Highland and North Ayrshire. None of these increases are greater than 2 percentage points

Following a recent research carried out by Integratis Consulting, it shows that approx. 5.3% of scottishathletics athlete members* live in SIMD Quintile 1 (the most deprived) with 39% living SIMD Quintile 5 (the least deprived). The club local authority with the highest percentage in SIMD Q1 is Glasgow City.

****This number also includes members who do not have a club membership.***

In 2018, Scottish Athletics were awarded an Equality and Inclusion Investment which was used, among other projects, to work with several clubs targeting people in the top 20% deprived areas in Scotland participate in sport.

As part of this project, Ayr Seaforth, identified that young people from the Whitletts Road Group, North Ayr, is an area that sits within the top 20% of the most deprived in Scotland and that no one from this area is a member of their club. Lunch time clubs within Dalmilling, Braehead, Newton and St Johns primary schools were set up and delivered, and the club paid for one of the athlete's travel expenses. The club also looked at introducing part or fully funded memberships to those who were identified as needing financial support, to take cost as a barrier to participation away. Further funding to continue school-based sessions within schools in the SIMD 1 and 2 areas was also investigated to encourage more young people to become more physically active.



Club Inclusion Champion

Harmeny AC



Annually the club support the Wester Hailes Fun Run, a 5km event designed primarily for local residents organised by the Prospect Housing Association, with a number of other local partners and assets. The 2019 event saw over 140 juniors and seniors participate in the well-received event with local press coverage and community support demonstrating the value of continued support for the race by the club. This support has increased in the last couple of years with the club providing both competitors and marshals along with race-day organisation, time-keeping and risk assessments.

Through the club's participation and involvement, links were established between the club and another organising charity, the Clovenstone Community Centre (CCC), which serves as the main base for the race each year. The club offered to support CCC's after school care provision by running a weekly session of athletics-based games and activities designed to increase participation and fitness among this group which is usually of between 20-30 children of primary school age. This is now in its second year and continues to establish a, 'Club identity' both within the junior population but also parental perception. The club has established, competing athletes who live within the community, and they have helped build the 'Harmeny AC club brand' in the area.



Harmeny AC's Tendai Nyabadsa, winner of the Wester Hailes Fun Run, with his sister Natsai, also a member of the club.

All of the above work takes place in geographic areas in the top 5% of multiple deprivation as defined by the Scottish Government.

Over a number of years, the club have delivered regular breakfast, lunch and after school athletics activity in four primary schools that are in areas of multiple deprivation. We continue to explore new opportunities and support established Active Schools sessions in the South of West of Edinburgh including - Clovenstone, Canal View and Sighthill schools. We deliver this in partnership with the Edinburgh Active Schools Team.

From 2016 onwards the club have had an assisted membership scheme for members with a low income. The scheme is advertised openly on their website and applications managed discreetly by appointed Club Board members.





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 eight 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.

Xabier Cid

Xabier has been working in LGBTI societies and activist groups during most of his adulthood, both in Scotland, and in his home country, Spain. He studied MSc in Sports Management at the University of Stirling, where diversity, equality policies and legislation were all extensively covered. As part of his degree, he carried out research on diversity issues, focusing on the challenges that affect gay men in the practice of sport.

Although his main area of expertise is LGBTI+, Xabier is also passionate about the social and economic divide in athletics in Scotland, particularly among ethnic minority groups.

Xabier is a Level 4 UKA Athletics Official and has volunteered in the Glasgow 2014 Commonwealth Games and the London 2012 Olympics.

Alasdair Donaldson

Alasdair is an experienced leader in the sports profession with extensive knowledge in both performance and strategic management.

With experience primarily in the Paralympic sector, he has gained a great deal of understanding of the barriers which face people with disabilities in being able to access sport in general.

Currently working for British Triathlon as Paralympic Talent and Development Manager, Alasdair has a good understanding of the Equality Standards for Sport required of the National Governing Bodies.

Zaffir Hakim

As a former Development Officer for STUC's One Workplace Equality Rights project, Zaffir has over a decade of experience leading on successful projects to mainstream equality and tackle discrimination in the workplace. He has also worked closely in partnership with advisory groups such as the Equality and Human Rights Commission, Inclusion Scotland, and BEMIS.

Further experience of building and cultivating partnerships has been attained through the creation of community links between diverse groups to promote active citizenship through a human rights-led approach, with a focus on social justice, youth unemployment and advancing employment opportunities for women. Zaffir was also a Workplace Officer at See me Scotland in 2017, promoting positive mental health and wellbeing in the workplace.

Noanie Heffron

A keen ultra-runner, Noanie is also race director for Jedburgh Three Peaks Ultramarathon and assistant race director for Highland Fling Ultramarathon.

With a solid working knowledge of the various protected characteristics covered by the 2010 Equality Act, Noanie has a particular interest in the issues faced by non-binary people. This passion has led her to persuading the Jedburgh Running Festival Committee to add a third gender category to all of their events.

Noanie has a proven track record of developing effective equality partnerships having worked collaboratively with various LGBTI sports groups and charities and providing assistance to Scottish Athletics with their proposal to allow for the inclusion of a third gender category in mass participation events.

Jill O'Neil (Board Equality Champion)

Jill is a keen runner and current President of Garscube Harriers. She has worked closely with club colleagues during her time in the role to ensure there are pathways for all and that the club provides a friendly welcome for anyone wishing to get involved in running.

In her day job she has set up inclusive and diverse volunteer programmes for European level events and is passionate that these opportunities are accessible to all communities and that programmes are reflective of the local demographic. She has recently been appointed as a Gender Equity Ambassador for Badminton Europe where the primary focus of the role is to strengthen and establish the role of women in the European badminton community.

John Owens

Throughout his working career, John has been a passionate advocate for those who find themselves impacted by discrimination or adverse childhood, adult, or community experiences. As a former Senior Social Worker and athletics coach John has dedicated his time, contributing to meaningful change within communities.

His own life experiences have shaped and influenced his desire to challenge discrimination.

During his time as volunteer and Club President with Springburn Harriers, John led a transformational programme that saw the club recognised by Scottish Athletics for its impact and work collaboratively with partners to ensure access to our sport for all irrespective of ability or background.

John is currently a coach at Shettleston Harriers.

Graeme Stewart

Graeme's role as Club Development Officer at Harmeny AC and his background in Equality Law, make him a great asset to this group. In his role as Club Development Officer, he has operated at both corporate and managerial level dealing with charitable organisations and community groups such as the Clovenstone Community Centre and SCORE Scotland.

Together with the Club (who were voted Scottish Athletics Impact Club of the Year

2019) Graeme works hard to address areas of inequality and working with harder to reach groups; supporting disability athletics provisions at schools, establishing links with local disability athletics clubs, and providing accessible opportunities for adults to progress from inactive to active.

Graeme has a keen interest in sports and has not only successfully completed the Scottish Athletics Coaching Assistant Course but is also a qualified Cycle Scotland coach.

Karen Wallace

A qualified solicitor with over 20 years' experience in equality, diversity and inclusion, Karen is passionate about driving positive change and building respectful, inclusive cultures where everyone can thrive. Throughout her career in the public sector, she has immersed herself not only in equality, but also the promotion of good mental health and wellbeing.

Karen brings a blend of skills to the group, offering an inspiring, determined and strategically driven commitment to creating an inclusive culture, practice, and services. In her previous role as Inclusion and Diversity Manager at SCRA, Karen developed Inclusion Ambassadors and employee networks, established a successful Women in Leadership Network and helped SCRA achieve the LGBT Youth Scotland Charter. Since March 2020, Karen is the Equality, Diversity and Inclusion Manager for ScotRail.

Contacts

scottishathletics contacts:

Francesca Snitjer, Equalities Officer

e francesca.snitjer@scottishathletics.org.uk

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t 07960 582 838

Jamie McDonald, National Club Manager

e jamie.mcdonald@scottishathletics.org.uk

t 07776 370 199

Lindsay McMahon, National Club Manager

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t 07918 796 648

Francis Smith, National Club Manager

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t 07508 317 606

Alasdhair Love, National Events Manager

e alasdhair.love@scottishathletics.org.uk / events@scottishathletics.org.uk

t 07584 146 796

Pamela Robson, National Disability Pathways Officer

e pamela.robson@scottishathletics.org.uk

t 07827 343 410

For any other **scottishathletics** contacts, please visit our [website](#)

Further information and resources

scottishathletics regularly consults with external equality advisory group on issues relating to equality.

BEMIS

The national umbrella body supporting the development of the Ethnic Minorities Voluntary Sector in Scotland and the communities that this sector represents.

w <https://bemis.org.uk>
e mail@bemis.org.uk
t 0141 255 2133

CEMVO Scotland

CEMVO Scotland is a national intermediary organisation and strategic partner of the Scottish Government Equality Unit. Their aim is to build the capacity and sustainability of the ethnic minority (EM) voluntary sector and its communities.

w www.cemvoscotland.org.uk
e info@cemvoscotland.org.uk
t 0141 248 4830

Equality Network

Leading national charity working for LGBTI equality and human rights in Scotland

w www.equality-network.org
e en@equality-network.org
t 0131 467 6039

Scottish Association for Mental Health (SAMH)

Scotland's national mental health charity, operating in communities to provide a range of mental health support and services.

w www.samh.org.uk
t 0344 800 0550

LEAP Sports Scotland

Leadership, Equality and Active Participation in Sports for LGBTI people in Scotland

w <https://leapsports.org>
e info@leapsports.org
t 0141 202 0777

Scottish Disability Sport

The Scottish governing and co-ordinating body of all sports for people of all ages and abilities with a physical, sensory or learning disability.

w www.scottishdisabilitysport.com
e admin@scottishdisabilitysport.com
t 0131 317 1130

Scottish Women in Sport

National sports charity aimed at raising awareness of all issues affecting women in sport

w www.scottishwomeninsport.co.uk

Stonewall Scotland

Campaigns for the equality of LGBTI people in Scotland

w www.stonewallscotland.org.uk
e info@stonewallscotland.org.uk
t 0131 474 80

Equality Training

scottishathletics are committed to ensuring that everyone involved in athletics (Board, staff, commissions, volunteers, officials, coaches, club together officers etc) has access to equality training and/or awareness raising about key equality issues. All staff and Board members have undergone equality training.

Free online training can be undertaken at: <https://elearning.acas.org.uk/course/>

- Click on **Equality and Diversity**.
- You will need to register – it's free.
- Make sure cookies/pop ups are enabled in your browser.

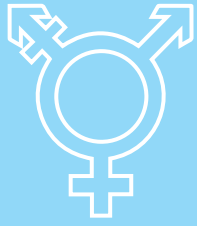
For the purpose of effective monitoring and keeping an accurate training log, it

would be beneficial if you can let your National Club Manager know if you have completed any equality training. If you would like training on a specific protected characteristic (disability etc), then please speak to your **National Club Manager**.

In March 2022, UKA launched an **Equality and Diversity in Sport** course on the Athletics Hub, in partnership with Educare. The course is non-compulsory, carries 1 CPD Credit and is comprised of one module and one questionnaire, with a downloadable certificate upon completion.

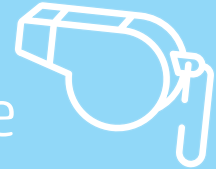
Any queries on the Athletics Hub can be sent to Alison Grey
alison.grey@scottishathletics.org.uk





Three in ten trans people (29%) have been discriminated against while exercising at a fitness club or at a sport group

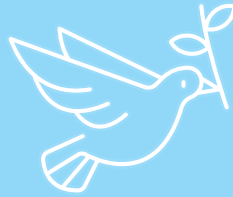
77% of coaches at levels 3, 4 and Event Group are male



In February 2017, Senior men and women ran the same distance at the **National XC for the first time**



2.5%



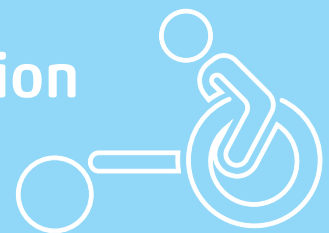
of people in Scotland identify with a **minority religion or belief**



6%

of our members **are over 60**

21% of the **Scottish population** have a disability



As of April 2019, all **scottish** athletics championships events must include a **non-binary category** within the event entry options

EQUALITY DIVERSITY & INCLUSION



scottishathletics 

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