

Scottish Athletics is committed to making our sport accessible to all. This will be accomplished by upholding the principles of equality in all aspects of our work. To help achieve this aim, we audit and monitor our business activities regularly and take appropriate steps if it appears that our commitment to equality is not being delivered effectively.

The 2010 Equality Act identifies nine protected characteristics: age, sex, gender reassignment, disability, race, sexual orientation, religion or belief, marriage and civil partnership, and pregnancy and maternity. Additional equality data might also include data such as postcode to identify SIMD (Scottish Index of Multiple Deprivation) and/or rural exclusion.

The equality characteristics that Scottish Athletics seeks to collect are:

Over 16s: Age, sex, gender reassignment (trans status), disability, race/ethnicity, sexual orientation, religion or belief, SIMD (postcode).

Under 16s: Age, sex, disability, race/ethnicity, SIMD (postcode).

This work is being carried out as part of our responsibilities under the Equality Act 2010 and as part of our continual internal assessment of the Moving to Inclusion Programme - an initiative by all the UK Sports Councils which replaces the previous Equality Standard for Sport Framework.

Analysis and results of the collected EDI data will be anonymised for strategic planning to improve policy, decision-making, and delivery of Scottish Athletics business strategy; identify areas of underrepresentation and seek new approaches for improvements and best practice. Results and insights of this data may be shared anonymously with partners and stakeholders.

### **How your personal information will be treated**

\*Scottish Athletics will process EDI data in accordance with the Data Protection Act 2018. Analysis and results of the collected EDI data will be anonymised for strategic planning to improve policy and decision-making.

\*Your information will be stored securely with restricted access.

\*Information will be anonymous (access to the survey will be for the individual member only). There is a 'Prefer not to say' option for each question. All reports are depersonalised and aggregated which means individual answers cannot be identified.

\*The Scottish Athletics Data Protection Policy can be found at [https://www.scottishathletics.org.uk/about/040518\\_dataprotectionpolicy/](https://www.scottishathletics.org.uk/about/040518_dataprotectionpolicy/)

\*The Scottish Athletics privacy notices can be found at <https://www.scottishathletics.org.uk/about/privacy-notices/>