



Equality Policy

11 November 2025

Version 1.3

Policy Statement

Scottish Athletics Limited (trading as **scottishathletics**) endorses the principle of sports equality, diversity and inclusion (EDI) 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, victimisation, harassment, bullying or abuse.

Legal obligations

scottishathletics is committed to avoiding and eliminating unfair discrimination of any kind in athletics and will under no circumstances condone unlawful discriminatory practices. The organisation takes a zero-tolerance approach to intimidation, harassment, victimisation, bullying or abuse. Examples of the relevant legislation and the behaviours in question are given in the Appendix.

Positive action

.As well as complying with legislation, **scottishathletics** will promote EDI by 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.

scottishathletics will therefore seek to institute, support or contribute to appropriate measures or initiatives that enable access to athletics and participation in associated activities by people from any group that is under-represented in the sport or has difficulty accessing it.

Implementation

The following steps will be taken to promote this policy and EDI in athletics:

- A copy of this document is published on the **scottishathletics** website.
- The Board of **scottishathletics** will take overall responsibility for ensuring the implementation and observation of this policy, and the requirement for all members of the organisation to follow this policy will be enshrined within the Articles of Association.
- The Board will take full account of the policy in arriving at all decisions in relation to activities of **scottishathletics**.
- **scottishathletics** will implement regular audits and collaborate fully with any surveys or other initiatives designed to assess the level of participation of different sections of the community in athletics and will take account of the findings in developing measures to promote and enhance EDI in athletics.
- **scottishathletics** will provide access to training in order to raise awareness of collective and individual responsibilities for all of its Board members, Committee members and employees, and enable access to suitable training for anyone involved in the sport and to raise awareness of both collective and individual responsibilities, with a focus on accredited coaches, and officials in terms of equality and diversity training
- It will be a condition of **scottishathletics** membership that member clubs:

- formally adopt this 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; and
- support such measures and initiatives 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.

- It will be a condition of **scottishathletics** membership that individual and event organisers
 - Recognise they are bound by this policy; and
 - Support such measures and initiatives that **scottishathletics** may institute or take part in to advance the aims of this policy.

Responsibility, Monitoring and Evaluation

The Board will be accountable for ensuring the implementation of this policy. The Chief Executive Officer or equivalent will be responsible for the day-to-day implementation of EDI in athletics.

The Board will review all **scottishathletics** activities and initiatives against the aims of the policy on an annual basis, and the Chief Executive Officer will report formally on this issue at the AGM.

The Board will appoint a designated project leader who will review any measures or initiatives that **scottishathletics** may institute or take part in to promote and enhance EDI in athletics, their findings being formally reported to the AGM.

The Board will review the policy itself at intervals of no more than three years, (or when necessary, due to changes in legislation) in line with the policy review process and will report with recommendations to the AGM.

Complaints and compliance

scottishathletics regards all forms of discriminatory behaviour, including (but not limited to) behaviour described in the Appendix as unacceptable, and is concerned with ensuring that individuals feel able to raise any bona fide grievance or complaint relating to such behaviour without fear of being penalised for doing so.

Appropriate disciplinary action will be taken against any employee, member or volunteer who violates the **scottishathletics** Equality Policy.

Any person who believes that they have been treated in a way that they consider to be in breach of this policy by a member club, individual member - whether as athlete, casual participant, club member, official, volunteer, coach or club office-bearer - or event organiser of **scottishathletics**, should first complain to that person or organisation. If this does not resolve the matter, or in the case of allegations of discriminatory behaviour against **scottishathletics** itself or an employee or Board member of **scottishathletics**, the person may raise the matter by writing directly to the Complaints Secretary at complaints@scottishathletics.org.uk, referring to the Scottish Athletics Complaints Procedure for full details on what information to include. A copy of the Scottish Athletics Complaints Procedure is available on our website.

The Chief Executive Officer may appoint as Investigator any person or organisation that does not have an interest in the case other than a Director and the Complaints Secretary. The Investigator may be internal

(e.g., staff member) or external to Scottish Athletics. The investigation will be conducted impartially, confidentially, and without avoidable delay. Any person or organisation against whom a complaint has been made will be informed of what is alleged and given the opportunity to present their side of the matter.

The outcome of the investigation will be notified to the parties in writing and reported to the Board. If the investigation reveals unacceptable discriminatory behaviour on the part of an individual member, corporate member, or member club the Board may impose sanctions on that person or organisation in line with the **scottishathletics** Disciplinary Policy for Partakers. Sanctions may range from a written reminder concerning future conduct up to and including temporary or permanent expulsion from **scottishathletics** membership. In deciding what sanction is appropriate in a particular case the Board will consider the severity of the matter and take account of any mitigating circumstances.

Where the violation of the Equality Policy by way of intimidation, harassment, victimisation, bullying or abuse amount to a criminal offence, the appropriate authority will be informed.

In the event that an individual or organisation associated with **scottishathletics** is subject to allegations of unlawful discrimination in a court or tribunal, the **scottishathletics** Board and employees will co-operate fully with any investigation carried out by the relevant lawful authorities and, subject to the outcome, may consider taking action as above in relation to the matter concerned.

scottishathletics Board

APPENDIX – Relevant legislation and forms of unacceptable discrimination

Legal rights

The Equality Act 2010 brings together over 116 separate pieces of legislation into one single Act. The Act provides a legal framework to protect the rights of individuals and advance equality of opportunity for all. It provides Britain with a discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society.

Discrimination refers to unfavourable treatment on the basis of particular characteristics, which are known as the 'protected characteristics'. Under the Equality Act 2010, the protected characteristics are defined as age disability, gender reassignment, marital or civil partnership status (employment only), pregnancy and maternity, race (which includes ethnic or national origin, colour or nationality), religion or belief, sex (gender) and sexual orientation.

Under the Equality Act 2010, individuals are protected from discrimination 'on grounds of' a protected characteristic¹. This means that individuals will be protected if they have a characteristic, are assumed to have it, associate with someone who has it or with someone who is assumed to have it.

Forms of discrimination and discriminatory behaviour include the following:

Direct discrimination

Direct discrimination can be described as less favourable treatment on the grounds of one of the protected characteristics.

Indirect discrimination

Indirect discrimination occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons.

Discrimination arising from disability

When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only relates to disability.

Harassment

Harassment is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person.

Victimisation

It is unlawful to treat a person less favourably because they have made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so. To do so would constitute victimisation.

Bullying

Bullying is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual.

Hate crime

¹ The exception to this is pregnancy and maternity, which does not include protection by association or assumption – a woman is only protected from discrimination on grounds of her own pregnancy.

[The Hate Crime and Public Order \(Scotland\) Act 2021](#) came into force on 1 April 2024.

Hate crime is the term used to describe behaviour which is both criminal and rooted in prejudice.

The groups (protected characteristics) covered by the Hate Crime and Public Order (Scotland) Act are:

- Age
- Disability
- Race, colour, nationality (including citizenship), ethnic or national origins
- Religion or, in the case of a social or cultural group, perceived religious affiliation
- Sexual orientation
- Transgender identity
- Variations in sex characteristics

Hate crimes can be verbal or physical and include:

- Threatening behaviour
- Verbal abuse or insults including name-calling
- Assaults
- Robbery
- Damage to property
- Encouraging others to commit hate crimes
- Harassment
- Online abuse

Equality Impact Assessment Record

Date of Assessment:	11 November 2025
Assessed by:	Executive and Equalities Officer
Review date:	30 November 2028, or earlier if required

