

## **EQUALITY, DIVERSITY & INCLUSION POLICY**

### **1.0 Introduction**

#### **1.1**

SportCheer Scotland is committed to promoting equality, diversity and inclusion in cheerleading where we all have an equal chance to succeed. SportCheer Scotland recognises the unique contribution each member can make and aims to communicate the benefits of equality and diversity within the sport.

#### **1.2**

SportCheer Scotland will not tolerate any form of direct or indirect discrimination on the grounds of but not limited to disability, age, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation and also gender identity, responsibility for dependents, political beliefs, and socio-economic background.

#### **1.3**

This policy supports SportCheer Scotland's wider equality agenda through encouraging the development of a diverse member base, where members understand and promote equality, and where equality diversity and inclusion is embedded into every aspect of our work.

#### **1.4**

SportCheer Scotland is committed to ensuring that all membership policies and practices are non-discriminatory in line with relevant legislation and best practice.

#### **1.5**

Any member who believes that they have been discriminated against, either directly or indirectly, should follow SportCheer Scotland's Complaints Policy, which can be found at <https://www.sportcheerscotland.org.uk/documents-and-guidance>.

### **2.0 Scope of Policy**

#### **2.1**

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The policy applies to all SportCheer Scotland members including athletes, individuals, coaches, associates and clubs.

### 3.0 Guidelines/Procedure

#### Increasing and Promoting Equality and Diversity

##### 3.1

SportCheer Scotland will promote the benefits of equality, diversity and inclusion to all members.

##### 3.2

Relevant legal and best practice guidance will be reviewed, such as the Public Sector Equality Duty: Scotland, and appropriate actions considered. External best practice will also be sought and considered as to how SportCheer Scotland can embed equality, diversity and inclusion across all areas of the business.

#### Supporting Equality, Diversity and Inclusion

##### 3.3

Members with additional support needs should discuss their requirements with SportCheer Scotland staff in the first instance. SportCheer Scotland aims to offer equal opportunities and treatment for all, and staff should exercise flexibility in accommodating such requests.

##### 3.4

Where adverse impact is identified through the equality monitoring process or impact assessment, SportCheer Scotland will investigate this and take positive action to mitigate or remove the impact.

#### Membership and Selection

##### 3.5

All membership-related decisions will be fair and transparent, based solely on merit and ability to meet the requirements of the role. This applies to external recruitment, internal selection and appointment to committees, and selection of national team coaching staff.

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### 3.6

All personnel involved in the membership application process will have appropriate equality, diversity and inclusion training.

### 3.7

In the case of applicants with a disability who identify themselves at the application stage, appropriate arrangements (such as the assistance of a sign language interpreter) will be offered to enable such candidates to compete on an equal basis.

### Discrimination Complaints

### 3.8

Members who feel they have been subject to discrimination can make a complaint under SportCheer Scotland's Complaints Policy.

### 3.9

A member who feels they have been subject to discrimination can raise the issue informally with SportCheer Scotland staff, or formally under the terms of SportCheer Scotland's Complaints Policy.

### Roles and Responsibilities

### 3.10

The President has overall accountability for ensuring that equality, diversity and inclusion in membership is managed appropriately in accordance with this agreed policy.

### 3.11

Directors and of the Board are responsible for:

- Ensuring members are aware of the policy.
- Ensuring membership decisions are based on objective criteria.
- Ensuring decisions made by the Board are based on objective criteria.

### 3.12

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Members have a responsibility to comply with the policy and to:

- Be accountable for their own language, behaviour and conduct when participating, training or coaching a cheerleading or performance cheerleading session.
- Treat fellow members with dignity and respect at all times.
- Work with the SportCheer Scotland to address any issues which may arise.

### 3.13

The board will monitor the implementation of this policy and will provide advice on the application of this policy to members.

## 4.0 Appendix

### 4.1 Appendix 1

The eight protected characteristics defined by The Equality Act 2010 are as follows:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Race
- Religion or belief
- Sex
- Sexual orientation

In the Equality Act, no one protected characteristic has a higher priority than any other.

Discrimination claims can be made on the grounds of:

1. a single protected characteristic - for example, because an employee is female
2. a number of single, but unrelated, characteristics – for example because an employee is female and also because she is of a particular age (in these situations, each characteristic would be considered separately).

### 4.2 Appendix 2

A “member” of SportCheer Scotland as outlined in the above policy applies to the following:

- Individuals
- Athletes
- Associates

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- Clubs
- Coaches