

# Equality, Diversity and Inclusion Policy



## Introduction

Triathlon Scotland is committed to the principles of inclusion and equality of opportunity. Aiming to ensure that everyone who is or wants to be involved in triathlon, whether as participants, members, coaches, competitors, officials, volunteers, spectators, partners and employees, has access to the sport, is treated fairly and is able to fulfil their potential within the sport.

## Key Principles of the Policy

The key principles upon which this policy is based are:

- **Equality and inclusion** - We strongly believe in and encourage fair and equitable treatment for everybody associated with triathlon in Scotland. We want everyone to be able to participate in triathlon without experiencing barriers.
- **Diversity** - We want to broaden participation in our sport to ensure that we are representative of all of Scotland and that those of all backgrounds feel welcomed and supported.
- **Respect and tolerance** - We are committed to ensuring that all those involved in the sport should be treated with dignity and respect.

## Legislation: The Equality Act 2010

The Equality Act 2010 is the main, overarching anti-discrimination law which Triathlon Scotland is required to follow and abide by to help ensure that equality of opportunity is promoted across all groups and that diversity is at the heart of all that we do.

The following characteristics are protected characteristics. It is against the law to discriminate against anyone because of their:

- age
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion or belief (including no religion)
- sex
- sexual orientation

You are protected from discrimination:

- at work
- in education
- as a consumer
- when using public services
- when buying or renting property
- as a member or guest of a private club or association

You are legally protected from discrimination by the Equality Act 2010. You are also protected from discrimination if:

- you are associated with someone who has a protected characteristic, for example a family member or friend
- you have complained about discrimination or supported someone else's claim

Discrimination can come in one of the following forms:

**Direct discrimination:** deliberately treating an individual less favourably than another person because of a protected characteristic.

**Indirect discrimination:** putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair disadvantage.

**Harassment:** unwanted behaviour linked to a protected characteristic that violates an individual's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for that individual. The focus is on the perception of the complainant not the intent of the perpetrator. Employees can complain of behaviour they find offensive even if it is not directed at them.

**Victimisation:** treating someone unfairly because they have complained about discrimination or harassment.

**Discrimination by association:** discrimination against someone because they are associated with another person who possesses a protected characteristic.

**Discrimination by perception:** discrimination against someone because of the belief that someone possesses a protected characteristic.

## Our Commitment

We will ensure that everyone involved in triathlon:

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

We are committed to taking positive actions to address existing disadvantages and barriers affecting how people engage with and participate in triathlon.

Triathlon Scotland does not tolerate harassment, victimisation or discrimination on the grounds of age, caring responsibility, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, religion or belief, sex and sexual orientation, and is committed to working with our sporting community to promote equality, fairness, inclusion, and good relations. Triathlon Scotland will also continue to comply with

its duties to tackle unlawful discrimination and harassment, as required by the Equality Act 2010 and subsequent legislation.

Triathlon Scotland aims to embed the promotion of equality and diversity into all its functions, from key strategic decisions through to day-to-day operations, including (but not limited to) the following areas:

- Administration
- Coaching
- Communications
- Event organisation
- Marketing
- Performance development
- Recruitment and selection
- Strategic planning and decision making
- Staff development
- Volunteering

All participants in triathlon (whether existing or potential) and users of the services of Triathlon Scotland should receive fair treatment, whatever their relationship with Triathlon Scotland.

## **Actions we are taking**

Implementation of the policy is overseen by the Executive Board and the Chief Executive Officer. However, ensuring equality, diversity and inclusion is the responsibility of everyone associated with Triathlon Scotland, from Board members to staff to volunteers to officials.

Key actions we are taking to embed this policy include:

- Reviewing all our other policies and procedures to ensure they remain equitable.
- Supporting affiliated clubs, event organisers, members, officials, coaches, volunteers, and partners and staff to embed the principles of equality and diversity into their roles and functions. Clubs are required to have an up-to-date equality policy as part of the club affiliation process.
- Ensuring that staff and volunteers are aware of their responsibilities under this policy and the Equality Act 2010, and champion equality, diversity and inclusion throughout the sport.
- Promoting equality and diversity and celebrating good practice happening throughout our sport.
- Seeking opportunities to take positive action to enable access to triathlon and participation in associated activities by people from any group that is under-represented in the sport or has difficulty accessing it.
- Regularly monitoring and reviewing our progress to embed equality and diversity into the sport, including surveys of our communities, and reporting to the sport on progress annually.
- Conduct regular equality monitoring across the sport in order to understand how representative triathlon is of Scottish society.
- Working towards renewing our Intermediate level of the Equality Standard for Sport.

## **Responsibility**

The Board of Triathlon Scotland retains ultimate responsibility for the implementation of this policy and ensuring that key strategic decisions are properly informed by equality considerations.

The Board will review all Triathlon Scotland activities and initiatives against the aims of the policy on an annual basis, and the Chairman will report formally on this issue at the AGM.

The Director of Welfare is the first point of contact for all enquiries about this policy and provides advice to the Board on its implementation and on any apparent breach of the policy.

The Chief Executive is responsible for ensuring that the principles of this policy are embedded into the implementation of operational policies and procedures.

All staff, volunteers, members, partners and participants associated with Triathlon Scotland are equally responsible for upholding and demonstrating the principles of this policy.

## **Breaches of this Policy**

We take allegations of discrimination, bullying, harassment or victimisation very seriously, and will deal with them accordingly in line with this policy

We will investigate any alleged breaches of the policy through our agreed disciplinary processes, as set out in our [Staff Handbook](#) and in our [Complaints procedure](#). If allegations are upheld, we will impose appropriate sanctions, potentially including expulsion and referral to other agencies where appropriate.

If anybody associated with Triathlon Scotland feels that this policy has been breached in any way, he or she should initially raise the matter with the Director of Welfare. The Director can be contacted by emailing [welfare@triathlonscotland.org](mailto:welfare@triathlonscotland.org).

## **Review**

We will review the policy in response to legislative changes, or as a minimum every three years. The next review will be in September 2024.

## **Endorsement**

This policy was approved by the Triathlon Scotland Executive Board in September 2021.