

Triathlon Scotland Equality Diversity & Inclusion (EDI) Data Collection

Introduction

Triathlon Scotland is required by **sportscotland** to collect and report on Equality Diversity and Inclusion (EDI) data by 31 March 2024. Triathlon Scotland requests that clubs assist by promoting the Triathlon Scotland Equality Monitoring Form with their members.

The purpose of this document is to explain why the data is being collected and to provide guidance on how clubs can collect the data.

What is EDI data?

Equality data, or EDI data, refers to data relating to individuals' protected characteristics. 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 and/or rural exclusion. The equality characteristics that **sportscotland** seeks to collect data on are:

Over 16's	Under 16's
<ul style="list-style-type: none"> • Age • Sex • Gender reassignment (trans status) • Disability • Race/ethnicity • Sexual Orientation • Religion or belief • SIMD (postcode) 	<ul style="list-style-type: none"> • Age • Sex • Disability • Race/ethnicity • SIMD (postcode)

Why does sportscotland collect EDI data?

"Our vision is that of an active Scotland where everyone benefits from sport. Together with our commitment to inclusion underpinning everything we do we aim to make sport more inclusive. We do

this by collecting EDI data. This data should be comparable to the 2022 Census and the key Scottish Government surveys (e.g. the Scottish Health Survey). This would then allow us to compare SGB memberships against the Scottish population which result in a more thorough understanding of those taking part in sport. As a result, sportscotland and SGBs would be able to use this information to develop better policies, for decision making and planning while ensuring our funding supports the Scottish Government's vision on inclusion and equality" (quoted from EDI Data & Info pack provided to Triathlon Scotland).

How is EDI data used?

sportscotland and Triathlon Scotland will process EDI data in compliance with the General Data Protection Regulation (GDPR). Analysis and results of the collected EDI data will be used for strategic planning to improve policy, decision-making, and delivery of business strategy. Results and insights of this data will be shared with **sportscotland** partners and stakeholders.

Legal Basis and Duty

sportscotland is a public body and is required, through the Public Sector Equality Duty (PSED), to have regard to the need to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations between different people when carrying out their activities.

The PSED means that public bodies must consider all individuals when carrying out their day-to-day work – in shaping policy, in delivering services and in relation to their own employees. **sportscotland** has legal requirements to monitor and publish data as part of the PSED

Benefits of Collecting EDI Data:

- Establish an evidence base for activities, policies, and practice
- Assess whether policies and practices are equitable and fair and do not disproportionately affect different groups
- Use benchmarking to identify gaps in performance, seek new approaches for improvements, and adopt good practices.
- Deliver more appropriate services that better meet the needs of our diverse population.
- Be more efficient and cost-effective.
- Make more informed decisions and develop better policies.
- Deliver our strategy.

Standard Equality Questions (with justifications)

How old are you?

We ask this question as we know that, overall, people in Scotland are less likely to be physically active as they get older. Responses to this question will demonstrate the age profile of the club.

What is your postcode?

This helps to inform our planning decisions, particularly concerning facility locations and to ensure inclusivity.

What is your sex?

We ask this question because we know that women and girls are underrepresented in sport and physical activity.

Do you consider yourself to be trans, or have a trans history?

UK-level data suggests that transgender and non-binary people are less likely to meet the recommended physical activity levels. Responses to this question may indicate whether transgender and non-binary people are underrepresented in clubs.

Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

Disabled people remain significantly under-represented in club membership. We want to ensure our data is up-to-date and accurate.

What is your ethnic group?

Data shows that those from ethnically diverse communities are underrepresented in club membership. Up-to-date and accurate data will inform our decision-making.

How would you describe your sexual orientation?

UK wide data shows that LGBTQI+ people report that they feel discriminated against while participating in sport. Responses to this question may indicate whether LGBTQI+ people are underrepresented in clubs.

What religion, religious denomination or body do you belong to?

Certain religious groups report lower sport participation than the national average. Data on religion helps to show who is underrepresented in club membership.

How can clubs assist with collecting the data?

Triathlon Scotland requests that clubs encourage their members to complete the forms linked below.

[Over 16's](#)

[Under 16's](#)

Responses are anonymous and respondents have the option to select “prefer not to say” for any of the questions. Clubs will be asked to confirm that they’ve promoted the forms to their members in the 2024/25 affiliation form which will be available from Friday 19 January 2024. All submissions will go directly to Triathlon Scotland and will be processed in compliance with General Data Protection Regulation (GDPR).

If you have any queries, please contact clubs@triathlonscotland.org.