



# **Equality, Diversity & Belonging Policy**

Promoting Fairness, Inclusion and Opportunity

## 1. Statement of Intent

- 1.1. Badminton Scotland endorses the principle of sports equality and will strive to ensure that everyone who wishes to be involved in badminton, whether as an employee, casual participant, representative squad member, volunteer, coach, Technical Official, office bearer in a club or those within Badminton Scotland:
  - has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to any of the following protected characteristics; their age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, 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 or abuse.
- 1.2. Badminton Scotland is committed to avoiding and eliminating unfair discrimination of any kind in badminton and will, under no circumstances, condone unlawful discriminatory practices. The organisation takes a zero tolerance approach to harassment.

## 2. Purpose Of The Policy

- 2.1. Badminton Scotland wishes to ensure that all sectors of the community have the opportunity to participate equally and fully in the sport of badminton. Badminton Scotland recognises that past discrimination, whether intentional or otherwise, is denying some sectors of the community the opportunity to participate equally and fully in sport at all levels.
- 2.2. This policy has been produced to prevent/eliminate any potential/current discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against its employees, members and volunteers.

## 3. Actions & Application

- 3.1. Badminton Scotland will produce and maintain an action plan to ensure the intent of this policy is delivered.
- 3.2. All areas of the organisation will be affected by this action plan, which will be incorporated in to the overall business delivery plan, itself reviewed and updated on an annual basis.
- 3.3. Badminton Scotland recognises that, in some cases, to achieve the principle of Equality, unequal effort is required and to this ends will encourage and support affiliated clubs, event organisers, members, officials, coaches, volunteers, and Staff to consider positive action to tackle under representation.

- 3.4. This policy shall apply to all affiliated participants, affiliated clubs, leagues, competitions, and staff which are governed by, or under the jurisdiction of Badminton Scotland.
- 3.5. This policy shall not apply to the BWF (Badminton World Federation), Badminton Europe, as well as Badminton England, Badminton Wales and Badminton Ireland.

## 4. Legal Requirements

- 4.1. Additional to the intent set out within this Policy, Badminton Scotland recognises its obligations in relation to the Equality Act 2010 and any later amendments to the above Act/regulations, or future Acts/regulations which are relevant to Badminton Scotland.

## 5. Discrimination, Harassment And Victimisation

- 5.1. Discrimination can take the following forms:

- 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 he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person do so. To do this, 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. It is also a form of victimisation by any person or group of people who criticises, humiliates, persecutes or harasses an individual or group of people.

- 5.2. Badminton Scotland is committed to ensuring that its employees, members, participants and volunteers are able to conduct their activities free from harassment or intimidation.

- 5.3. Badminton Scotland regards discrimination, harassment, bullying or victimisation, as described above, as serious misconduct and any employee, volunteer or member who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action.

## 6. Responsibility, Implementation and Communication

- 6.1. The following responsibilities will apply:

- 6.1.1. The Board of Directors is responsible for ensuring that this Equality Policy is followed.

- 6.1.2. The Chief Executive has the overall responsibility for the implementation of the Equality Policy.

- 6.1.3. A specific member of Staff, namely the Head of Engagement as designated by the Chief Executive, has the overall responsibility for devising and delivering the Equality Action Plan as this will form part of their work programme.

- 6.1.4. All employees, volunteers and members have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the Policy and, where appropriate, individual work programmes will be amended to include equality related tasks.

- 6.2. The Equality Policy will be implemented immediately following Board agreement and, at a corporate level, will result in the following:

- 6.2.1. A copy of this document will be available to all Staff (both permanent and contract), members and volunteers of Badminton Scotland.

- 6.2.2. Badminton Scotland will take measures to ensure that its employment practices are non- discriminatory.

- 6.2.3. No job applicant will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unfair discrimination.

- 6.2.4. A planned approach will be adopted to eliminate barriers which discriminate.

- 6.2.5. Ensure that consultants, advisers and self-employed coaches used by Badminton Scotland can demonstrate their commitment to the principles and practice of equality and that they abide by this Policy.

- 6.3. The Equality Policy will be communicated in the following ways:

- 6.3.1. The Equality Policy will be part of the Staff Handbook and reference will be made to it in the appropriate Codes of Conduct.

- 6.3.2. It will be covered in all Board, Staff and volunteer induction training.

6.3.3. All members will be made aware of the Policy's existence when they join and a summary of any revisions and subsequent training opportunities will be published in Badminton Scotland member communications and the web site.

6.3.4. It will be available on the Badminton Scotland Website.

6.3.5. The Equality Policy will be reviewed annually (or when necessary due to changes in legislation) and recommendations for changes to the Policy will be made to the Board for ratification.

6.3.6. At the time of review, a mechanism will be put in place to allow all Staff, members and volunteers to be part of the process.

## 7. How to Report Discrimination

7.1. If you have been the victim of discrimination, or you have witnessed an incident, you should report it using the online [Discrimination Reporting Form](#).

7.2. All concerns will be treated in confidence and investigated appropriately.

7.3. Badminton Scotland encourages reporting of all types of potential discrimination.

7.4. Badminton Scotland will take all concerns seriously, and those reporting will not face repercussions for raising a concern if it proves to be unfounded or does not merit action, provided the concern was raised in good faith and without malice. However, making a false allegation in bad faith, or that is known to be untrue, will be treated as misconduct and will be dealt with under the Disciplinary Code.

7.5. Victimisation and/or any form of retaliation against those reporting a concern is not tolerated by Badminton Scotland and should also be reported.

## 8. Response to Concerns

8.1. All information received will be treated in confidence and only shared with those who will be able to manage and resolve the situation. Badminton Scotland will deal with concerns in a timely, respectful, consistent, confidential and fair manner.

8.2. All reports will be dealt with initially by Badminton Scotland Head of Engagement and the Inclusion Officer. If required (and deemed necessary and appropriate), Badminton Scotland will appoint a disciplinary committee to investigate the incident and take appropriate action.

8.3. Disciplinary action may involve the offender(s) taking part in educational activities and/or participation bans up to and including removal from the sport.

8.4. Where appropriate and necessary, Badminton Scotland reserves the right to report concerns to Police Scotland.

## 9. Monitoring and Evaluation

- 9.1. The policy will apply for 3 years before a formal review takes place, unless any proposal to the Board, or legislation change, requires an interim review and/or amendment.
- 9.2. The Equality Action Plan, created to ensure the intent of the Policy is delivered, will be reviewed by the Chief Executive and the Head of Engagement, every 3 years.
- 9.3. On an annual basis, statistical information will be produced by the Chief Executive for the Board, and will be published internally and externally, to show the impact of this policy.

## 10. Disciplinary and Grievance Procedures

- 10.1. The principles of equality outlined in this Policy sit within the wider ethical framework as outlined in the Badminton Scotland Staff Handbook and the various Policies and Codes of Conduct.
- 10.2. In accordance with the Badminton Scotland Code of Conduct an employee, volunteer or member who believes he/she has suffered inequitable treatment within the scope of this Policy may raise the matter through the procedure (online form) described in this policy.
- 10.3. Appeals of initial findings are provided for through the appropriate Badminton Scotland Appeals process (dependant on status).