



**NETBALL  
SCOTLAND**

**EQUALITY POLICY**

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# 1. INTRODUCTION

Netball Scotland embraces the diverse communities across the country and is committed to ensuring our sport is welcoming, inclusive and accessible for all. With a “People First” culture, we are committed to creating and delivering quality opportunities for all people to experience netball, regardless of age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, ethnic origin, nationality, political beliefs, socio-economic status or sexual orientation; whether as Board members, staff, players, club members, participants, coaches, officials or volunteers. Throughout this document definition of the following terms are:

- **“NS”** – Netball Scotland
- **“protected characteristics”** will refer to the definitions provided by the Equality and Human Rights Commission and these are provided in the Appendix.
- **The “Netball Family”** refers to everyone involved in the sport of netball at all levels of the game including individuals, clubs, local associations and other organisations, regardless of their role, paid or voluntary, or whether they are members of Netball Scotland or not.’

## 1.1 Aim/Purpose

The purpose of this policy is to set out how we will strive to ensure that all members of the “Netball Family” connected to all activity governed by NS:

- have 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, disability, marital or civil partnership status, pregnancy or maternity, religion, race, ethnic origin, nationality, political beliefs, socio-economic status 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 or abuse.

## 1.2 Responsibilities

It is the responsibility of the Board to ensure that policies and practices are legally compliant and implemented by the Chief Executive Officer and that all reasonable and practical steps are taken to avoid discrimination. All NS employees and all within ‘Netball Family’. are responsible for ensuring this policy is implemented.

# 1. INTRODUCTION

## 1.3 Audience

This policy is aimed at all members of the “Netball Family”. We will use annual equality monitoring surveys to determine progress against equality targets.

## 1.4 Consultation

**Consultation has taken place with the following:**

- Age Scotland
- BEMIS
- LEAP Sports Scotland
- Netball Scotland Board Equality Champion
- Netball Scotland staff Equality Working Group

## 2. LEGAL OBLIGATIONS

**2.1** Netball Scotland is committed to avoid and eliminate unfair discrimination of any kind in netball and will under no circumstances condone discriminatory and possibly unlawful practices.

**2.2** The organisation takes a zero-tolerance approach to harassment.

**2.3** Examples of the relevant legislation and the behaviours in question are given in the Appendix.

## 3. POSITIVE ACTION

**3.1** The principle of sports equality goes further than simply complying with legislation. It entails 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.

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

**3.3** Netball Scotland as a learning organisation is willing to hear the experiences of those playing the sport (or wanting to), listening to feedback and taking positive action where appropriate.

## 4. IMPLEMENTATION

The following steps will be taken to implement and publicise this policy and promote sports equality in netball:

**4.1** The Netball Scotland Chair will take overall responsibility for ensuring that the policy is observed.

**4.2** The Board will appoint an Equality Champion from within its members and will ensure that equality is included in the CEO's report, other Board papers or as a separate agenda item at Board meetings when appropriate. We use the term equality to cover all protected characteristics and may report on equality in general, individual protected characteristics and/or dual/multiple characteristics.

**4.3** A copy of this document will be published on the Netball Scotland website.

**4.4** The Board will take full account of the policy in arriving at all decisions in relation to activities of Netball Scotland.

**4.5** Netball Scotland will undertake regular surveys to assess the level of participation of different sections of the community in netball; it will analyse the findings and produce a reflective annual Equality Monitoring Report for Board and the Senior Management Team and will be used to:

- monitor progress
- inform strategy
- determine strategic equality objectives
- contribute to the annual operational plans.

**4.6** Netball Scotland will determine its strategic equality objectives and set out how it will achieve these in the operational plans. We will establish an external Equality Advisory Group to advise and guide on these objectives and to assist in monitoring progress against them.

**4.7** Netball Scotland will provide access to training for all of its Board members, staff and members to raise awareness of both collective and individual responsibilities. Netball Scotland will provide equality training for the education workforce on an annual basis.

**4.8** Netball Scotland will implement a process to assess the impact of its policies on people with protected characteristics. The term ‘policy’ is a shorthand term for the full range of functions, strategies, procedures, plans, projects, activities and decisions for which the organisation is responsible – essentially everything we do. It includes existing policies, programmes and plans as well as those under development.

**4.9** It will be a condition of Netball Scotland membership that member clubs:

- formally adopt this policy, or produce their own equality 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 Netball Scotland may institute or take part in to advance the aims of this policy.

**4.10** It will be a condition of Netball Scotland that all members:

- commit to act in accordance with this policy; and
- support such measures and initiatives that Netball Scotland may institute or take part in to advance the aims of this policy.

## 5. MONITORING & EVALUATION OF THE POLICY

The Board, or a designated person, will review all Netball Scotland activities and initiatives against the aims of the policy on an annual basis, and the Chairperson will report formally on this issue at the AGM.

## 6. BREACH OF THE POLICY

**6.1** All complaints about the conduct of someone will be dealt with through the RESPECT Process.

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

**6.3** Appropriate disciplinary action will be taken against any employee, member or volunteer who violates this Policy.

## 7. RELATIONSHIP WITH OTHER POLICIES

Other policies and rules which outline the expected behaviours within the 'Netball Family' covered by this document are:

- RESPECT - A process for managing complaints
- INTEGRITY - Business Conduct & Ethics Policy
- Wellbeing & Child Protection Policy
- Anti-Bullying for Children & Young People Policy
- Trans Policy
- Communications Policy
- Any relevant Netball Code of Conduct (local or Netball Scotland's)
- And any others deemed relevant by Netball Scotland



# APPENDIX

## RELEVANT LEGISLATION & FORMS OF UNACCEPTABLE DISCRIMINATION

**LEGAL:** The Equality Act came into force from October 2010 providing a modern, single legal framework with clear law to better tackle disadvantage and discrimination. It 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.

### **The nine main pieces of legislation that have merged are:**

- the Equal Pay Act 1970
- the Sex Discrimination Act 1975
- the Race Relations Act 1976
- the Disability Discrimination Act 1995
- the Employment Equality (Religion or Belief) Regulations 2003
- the Employment Equality (Sexual Orientation) Regulations 2003
- the Employment Equality (Age) Regulations 2006
- the Equality Act 2006, Part 2
- the Equality Act (Sexual Orientation) Regulations 2007.

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 and sexual orientation.

**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.



# APPENDIX

## THESE ARE DEFINED AS:<sup>2</sup>

**Age:** A person belonging to a particular age (for example 32-year olds) or range of ages (for example 18 to 30-year olds).

**Disability:** A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

**Gender reassignment:** The process of transitioning from one gender to another.

**Marriage and civil partnership:** The Equality Act says you must not be discriminated against because you are married or in a civil partnership. Marriage is a union between a man and a woman or between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'.

**Pregnancy and maternity:** Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

**Race:** Refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

**Religion and belief:** Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

**Sex:** A man or a woman.

**Sexual orientation:** Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

2. Definition taken from the Equality and Human Rights Commission - Protected Characteristics found [here](#).

# APPENDIX

Under the Equality Act 2010, individuals are protected from discrimination 'on grounds of' a protected characteristic. 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 & DISCRIMINATORY BEHAVIOUR INCLUDE THE FOLLOWING:

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

**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** 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 to do so. To do so would constitute victimisation.

**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.