



## ADM06-P01 Equality Policy

### VERSION CONTROL

Version No.	Date	Amended By	Reason
1.0	01/03/2013		Issued
2.0	24/05/2016		Board approval
3.0	27/03/2018		End of cycle review
4.0	08/11/2021	Company Board	End of cycle review
5.0	30/01/2026	Jennifer Barsby	End of cycle review



## **Policy Statement**

SSL endorses the principle of equality and will strive to ensure that everyone who wishes to be involved in squash, whether as casual participants, team members, volunteers, coaches, office-bearers, officials in clubs or those within SSL:

- 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, gender reassignment disability, marital or civil partnership status, pregnancy or maternity, religion, race, ethnic origin, nationality, colour, socioeconomic 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, discrimination, hate crime or abuse.

## **Legal obligations**

SSL is committed to avoiding and eliminating unfair discrimination of any kind in squash and will under no circumstances condone unlawful discriminatory practices. The organisation takes a zero-tolerance approach to any form of bullying, harassment and discrimination. Examples of the relevant legislation and the behaviours in question are given in the Appendix.

## **Positive action**

The principle of equality, diversity and inclusion 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 everyone to participate equally and fully.

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

## **Implementation**

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

- A copy of this document will be published on the SSL website.
- SSL's CEO will take overall responsibility for ensuring that the policy is observed.
- The Board of SSL will take full account of the policy in arriving at all decisions in relation to activities of SSL.



- SSL will collaborate fully with any surveys or other initiatives designed to assess the level of participation of different sections of the community in squash and will take account of the findings in developing measures to promote and enhance sports equality in squash.
- SSL will provide access to training for all of its Board Members and staff to raise awareness of both collective and individual responsibilities.
- It will be a condition of SSL that member clubs:
  - formally adopt this policy, or produce their own equality and diversity policy in terms that are consistent with it;
  - 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;
  - ensure that access to membership is open and inclusive; and
  - support such measures and initiatives that SSL may institute or take part in to advance the aims of this policy.
- It will be a condition of SSL membership that individual and corporate members
  - commit to act in accordance with this policy; and
  - support such measures and initiatives that SSL may institute or take part in to advance the aims of this policy.

### **Responsibility, Monitoring and Evaluation**

The Board of SSL are accountable for this policy, and the CEO is responsible for its operational implementation

The Board review all SSL activities and initiatives against the aims of the policy on an annual basis, and the President reports formally on this issue at the AGM.

The Board, or where appropriate a designated project leader, reviews any measures or initiatives that SSL may institute or take part in to promote and enhance equality in squash and reports their findings formally to the AGM.

The Board reviews the policy itself at intervals of no more than three years, (or when necessary due to changes in legislation) and reports with recommendations to the AGM.

### **Complaints and Compliance**

SSL 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. Appropriate disciplinary action will be taken against any employee, member or volunteer who violates SSL's Equality Policy.

Any person who believes that they has been treated in a way that they consider to be in breach of this policy by a member club, individual member or corporate member of SSL, should first complain to that person or organisation. If this does not resolve the matter, or in



the case of allegations of discriminatory behaviour against SSL itself, the person may raise the matter by writing directly to the President.

The President will investigate the complaint personally or appoint a Board member to do so. The investigation will be conducted impartially, confidentially, and without avoidable delay. Any person or organisation against whom a complaint has been made will be informed of what is alleged and given the opportunity to present their side of the matter.

The outcome of the investigation will be notified to the parties in writing and reported to the SSL Board. If the investigation reveals unacceptable discriminatory behaviour on the part of an individual member, corporate member, or member club the Board may impose sanctions on that person or organisation in line with SSL's Articles of Association. Sanctions may range from a written reminder concerning future conduct, attendance at an EDI education workshop and up to and including temporary or permanent expulsion from SSL membership. In deciding what sanction is appropriate in a particular case the Board will consider the severity of the matter and take account of any mitigating circumstances.

Where the violation of the Equality Policy by way of harassment, victimisation or discrimination amounts to a hate crime, which is criminal offence, the appropriate authority will be informed.

In the event that an individual or organisation associated with SSL is subject to allegations of unlawful discrimination in a court or tribunal, the SSL Board will co-operate fully with any investigation carried out by the relevant lawful authorities and, subject to the outcome, may consider taking action as above in relation to the matter concerned.

You can report discrimination on the following link: [CALL IT OUT! - CONCERN REPORTING FORM - Scottish Squash](#)

## **APPENDIX – Relevant legislation and forms of unacceptable discrimination**

### **Legal rights**

Discrimination has been legally defined through the Equality Act 2010.

In April 2010, the Equality Act 2010 received Royal Assent. The Equality Act 2010 is a relatively new law which harmonises where possible, and in some cases extends, protection from discrimination. It applies throughout the UK and came into force in October 2010.

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 (employment only until 2012), 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 (gender) and sexual orientation.



Under the Equality Act 2010, individuals are protected from discrimination 'on grounds of' a protected characteristic<sup>1</sup>. 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 and discriminatory behaviour include the following:**

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

**Bullying**

Bullying is defined as a form of personal harassment involving the misuse of power, influence or position to criticise, humiliate or undermine an individual.

**Hate crime**

The Police and the CPS have agreed the following definition for identifying and flagging hate crimes:

"Any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice, based on a person's disability or perceived disability; race or perceived race; or religion or perceived religion; or sexual orientation or perceived sexual orientation; or transgender identity or perceived transgender identity."

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<sup>1</sup> 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.



## **Intimidation**

Intimidation or harassment is a personalised form of anti-social behaviour, specifically aimed at particular individuals, which could be based on their protected characteristics. The Act defines anti-social behaviour as “conduct that has caused, or is likely to cause, harassment, alarm or distress to any person.” Threats to kill, rape, serious violence, stalking and property damage, as well as intimidating behaviour that is face-to-face or by letter, telephone call or online are examples of intimidation that are all criminal offences.

## **Abuse**

As an employer or manager, there may be situations where verbal abuse, threats or name-calling (and harassment) at work could be a crime, for example, if an employee tells you they have been physically attacked, sexually assaulted, the victim of a hate crime, for example racist or homophobic abuse, or threatened with violence. Such incidents may be a criminal offence and should be reported to the Police and other relevant agencies.

## **Hostility**

There is no legal definition of hostility so the CPS uses the everyday understanding of the word which includes ill-will, spite, contempt, prejudice, unfriendliness, antagonism, resentment and dislike.

## **Incitement to hatred**

The offence of incitement to hatred occurs when someone acts in a way that is threatening and intended to stir up hatred. That could be in words, pictures, videos, music, and includes information posted on websites.

Hate content may include:

- messages calling for violence against a specific person or group
- web pages that show pictures, videos or descriptions of violence against anyone due to their perceived differences
- chat forums where people ask other people to commit hate crimes against a specific person or group