

# The Scottish Surfing Federation

## Equality and Diversity Policy

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Prepared by  
The Scottish Surfing Federation  
Caidreachas Surfadh na h-Alba  
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# Equality Policy

The Scottish Surfing Federation is committed to encouraging equality and diversity among our organisation, and eliminating unlawful discrimination.

The aim is for our organisation to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

The organisation - in providing goods and/or services and/or facilities - is also committed against unlawful discrimination of surfers or the public.

The policy's purpose is to:

- Provide equality, fairness and respect for all in our volunteers, whether temporary, part-time or full-time.
- Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation.

The organisation commits to:

- Encourage equality and diversity in the organisation as they are good practice and make sense.
- Create a environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all volunteers are recognised and valued.
- This commitment includes coaches and all other volunteers about their rights and responsibilities under the equality policy. Responsibilities include volunteers and coaches conducting themselves to help the organisation provide equal opportunities, and prevent bullying, harassment, victimisation and unlawful discrimination.
- All coaches and volunteers should understand they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their volunteering, against fellow volunteers, surfers, partners and the public.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow volunteers, surfers, partners and the public and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and any appropriate action will be taken.

Further, sexual harassment may amount to both a volunteering rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence

- Make opportunities for training, development and progress available to all coaches and volunteers, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- Decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- Review volunteering practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.



- Monitor the make-up of the organisation regarding information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality and diversity, and in meeting the aims and commitments set out in the equality policy.

Monitoring will also include assessing how the equality policy, and any sporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

This policy runs through every function of our organisation. We understand the importance of equality and diversity and will ensure that this policy is being implemented by all concerned.

This policy takes into account the following existing legislation:-

- The Equal Pay Act 1970
- Human Rights Act 1988
- Civil Partnership Act 2004
- Gender Recognition Act 2004
- The Rehabilitation of Offenders Act 1974
- The Equality Act 2010
- The Asylum & Immigration Act 1996

Details of the organisation's grievance and disciplinary policies and procedures can be found at SSF's website.