

SCOTTISHATHLETICS EQUALITY GUIDANCE FOR CLUBS



Equality Guidance for Clubs

This guidance is a resource for Clubs to provide guidance and support on Equality and Diversity issues, covering the characteristics held and protected by [The Equality Act 2010](#)

Foreword/statement

scottishathletics, the National Governing Body for athletics in Scotland is fully committed to equality and ensuring that athletics is accessible to all including all characteristics held and protected by the Equality Act 2010. We endorse the principle of sports equality and will strive to ensure that everyone who wishes to be involved in athletics (in all its disciplines and forms), whether as athletes, casual participants, club members, officials, volunteers, coaches, office-bearers in clubs or those within the governance structure of **scottishathletics**:

- 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, disability, marital or civil partnership status, pregnancy or maternity, religion, race, 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 or abuse.

scottishathletics is committed to avoid and eliminate unfair discrimination of any kind in athletics, 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.

The protected characteristics as defined in the Equality Act 2010 are:

1. Age
2. Disability
3. Gender reassignment
4. Marriage or Civil Partnership Status
5. Pregnancy and maternity
6. Race
7. Religion
8. Sex
9. Sexual Orientation

Equality Policy

It is a condition of **scottishathletics** membership that member clubs:

- Formally adopt **scottishathletics**' Equality Policy, or produce their own equality and diversity 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;
- Support such measures and initiative that **scottishathletics** may institute or take part in to advance the aims of this policy.

*Note: **scottishathletics** will provide advice and training support to clubs in the above areas linked to wider club development support and implementation of programmes*

A copy of the **scottishathletics** Equality Policy to download can be found on our website: [Equality Policy](#)

We advise all clubs to place their Equality Policy on the Club's website and ensure that all members and associates are aware of it.

Support for Clubs

- In 2018, with the aid of Equality and Inclusion Funding, **scottishathletics** worked with 11 Clubs on projects which focused on targeting under-represented groups in sport in Scotland.
- The Club Health Checker has been introduced to ensure compliance and understanding of Equality issues amongst Clubs.
- A mandatory wider impact section has also been introduced within our affiliation forms for clubs.

Best Practice

- The Club has a code of conduct for members and staff. Ensure a code of conduct for your club is publicised indicating your zero-tolerance policy towards all bullying/harassment of people with protected characteristics.
- The Club has a grievance policy and complaints procedure and it is shared on the website.

Annual Equality Monitoring

scottishathletics is committed to making your sport accessible to all. We will audit and monitor our business activities regularly and take appropriate steps if it appears that our commitment to equality is not being delivered effectively. Annual equality monitoring is carried out on staff, board, coaches, officials, members and participants to identify any current areas of under-representation or potential inequalities.

Equality and Diversity Advisory Group

As part of our ongoing work to uphold the principles and values of equality across our sport, we have established a voluntary equality and diversity advisory group to assist us in leading the way.

The group consists of four members from a variety of backgrounds, experience and perspectives who are passionate about equality and committed to pursuing it within athletics. The group's remit is to provide advice and guidance on all equality matters; ensuring practical, strategic and operational support is sustained for the development and delivery of our equality action plan, in addition to supporting our equality working group and board members in relation to equality and diversity.

Besides their experience and knowledge in equality, all four are also experienced in athletics:

Sandra Frame – is our Board Equality Champion, sitting on both the advisory group and the **scottishathletics** board.

Noanie Heffron – is a keen ultra-runner, race director for Jedburgh Three Peaks Ultramarathon and assistant race director for Highland Fling Ultramarathon.

Xabier Cid – is a level 4 UK Athletics official who has officiated at the Commonwealth Games.

John Owens – is club president and volunteer with Springburn Harriers.

If you have a query relating to equality at **scottishathletics**, please contact our Equalities Officer, [Francesca Snitjer](#)

Age

Age - The Equality Act 2010:

(1) In relation to the protected characteristic of age—

(a) a reference to a person who has a particular protected characteristic is a reference to a person of a particular age group;

(b) a reference to persons who share a protected characteristic is a reference to persons of the same age group.

(2) A reference to an age group is a reference to a group of persons defined by reference to age, whether by reference to a particular age or to a range of ages.

Key stats:

The mid-year population estimate for Scotland on 30 June 2016 was 5,404,700, with 17% of people estimated to be aged under 16, 65% aged 16-64 and 18% aged 65 and over.

Current projections suggest that the population of Scotland will rise to 5.7 million by 2039, and that the population will age significantly, with the number of people aged 65 and over increasing by 53% between 2014 and 2039.

According to the **scottishathletics** database:

- 52% of our members are under 18
- 42% 18-60 years
- 6% over 60.
- Our largest membership category is junior females.

scottishathletics offer competition opportunities for all age groups, starting with U12 Superteams through to Masters (no upper age limit). In January 2019, **scottishathletics** released a framework for under 11 competition following feedback received during our competition review. The paper outlines appropriate competition opportunities for under 11s utilising inter and intra-club competition. One of the actions for the new strategy is the implementation of the 'Funetics' athletics programme to Scottish Clubs and their partners (schools/local authorities/leisure trusts) targeting children from five to 12 years.

Best practice

The Club encourages participation for people of all ages (5+), tailoring the coaching, training and facilities to meet the needs of all individuals. Clubs may wish to work with partners (e.g. Local Authority or Leisure Trust) to deliver appropriate programmes for the lower age groups.

For all events, see the [Events Calendar](#)

Further Support

Please contact your [National Club Manager](#) or the [Events Team](#)

Welfare

For any queries about safeguarding for under 18's, please go to:

<https://www.scottishathletics.org.uk/about/welfare/child-protection-and-wellbeing/>

Disability

Disability - The Equality Act 2010:

(1) A person (P) has a disability if—

(a) P has a physical or mental impairment, and (b) the impairment has a substantial and long-term adverse effect on P's ability to carry out normal day-to-day activities.

(2) A reference to a disabled person is a reference to a person who has a disability.

(3) In relation to the protected characteristic of disability—

(a) a reference to a person who has a particular protected characteristic is a reference to a person who has a particular disability;

(b) a reference to persons who share a protected characteristic is a reference to persons who have the same disability.

Key stats:

The proportion of people in Scotland with a long-term activity-limiting problem or disability is 20% (2011 census).

Please note that not all disabilities and levels of disability make an individual eligible to compete as a para athlete. For further information on classifications please see the IPC website:

<https://www.paralympic.org/classification>

- Of our current membership database, 2.4% have disclosed a disability or impairment.
- 12 Clubs deliver disability specific sessions and integrated within the main club (and increase of 600% since 2015)
- There are three disability specific athletics clubs

scottishathletics work in partnership with Scottish Disability Sport to provide training and competition opportunities for athletes with a physical, sensory or learning disability, which will allow them to take part in athletics and reach their full potential.

We provide a pathway for para athletes from beginner right through to high performance, providing local and national competitions and fun festivals for all. We also help to link athletes with mainstream or disability-specific clubs and coaches to provide better training opportunities for all concerned.

Scottish Disability Sport delivers disability awareness training and inclusion training, while scottishathletics delivers workshops to coaches, volunteers, teachers and Active Schools coordinators. The workshops available include:

- How to coach athletes with a disability
- Coaching wheelchair racers and race runners
- Seated throws
- Guide Running
- Inclusive Athletics

Events

There are many events throughout the year that allow for para athletes to compete. Para events are integrated into senior national track and field championships.

Please see our [Events Calendar](#) for a full list.

Assistance Forms can be completed if you have an athlete in your club who has a disability, impairment of learning difficulty competing in an event. Assistance can include help in the call room, light box assistance for hearing impaired athletes etc. Please contact the [Events Team](#) at **scottishathletics** for more information.

Access and Equipment

All clubs should ensure that the facility used for training is accessible, has disabled parking and additional equipment is provided where necessary.

For more information on Disability Inclusion at your club, please contact your [National Club Manager](#)

Best Practice

- Clubs should incorporate para athletes into mainstream activity where possible. They may also wish to consider a disability section, where appropriate, which provides participation opportunities for a wider community.
- The Club has provided opportunities for its members to access disability inclusion training
- The Club work with appropriate partners to ensure that provision is made for disability access and equipment (provisions for visually and hearing impaired etc).

Further Support:

Please contact your [National Club Manager](#) or [Scottish Disability Sport](#)

Inclusion support can also be found on our [website](#).

Mental Health and Wellbeing

There have been positive steps taken in recent years to raise the profile of mental health, not just in sport but in society more widely. Being both physically active and playing sport can have a very positive impact on mental health. It can improve a participant's mood, concentration, self-confidence, sleeping habits, resilience, and help them make friends. On the other hand, the routine element of elite sport, where the regime is one of continuous training, performance and selection, brings significant mental resilience challenges for both participants and coaches. Mental health and wellbeing are major considerations in performance sport and should be treated accordingly.

scottishathletics aims to foster an environment where people feel able to discuss issues in confidence and are aware of where they can go to get help, both within and outside the sport.

It is important for coaches, through education opportunities, to become more aware of mental health issues and consideration should be given to including the recognition of such issues and appropriate signposting.

For resources and further support, go to: <https://www.scottishathletics.org.uk/about/welfare/duty-care/mental-health-wellbeing/>

In April 2017, **scottishathletics** announced a new collaborative partnership with [SAMH](#) (Scottish Association for Mental Health) to deliver the on-going operations of **jogscotland**. The principles of

the partnership include “a shared belief in the value of physical activity and sport as a means to achieve both physical and mental well-being”.

jogscotland have signed Scotland’s Mental Health Charter for Physical Activity and Sport. For further support or information on Mental Health and Wellbeing, please contact your [National Club Manager](#) or jogscotland Membership Development Officer, [Jo Stevens](#)



Trans Inclusion & Gender Identity

Trans Inclusion

Trans is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth (www.stonewall.org.uk/help-advice/glossary-terms)

Gender Reassignment – The Equality Act 2010:

(1) A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

(2) A reference to a trans person is a reference to a person who has the protected characteristic of gender reassignment.

(3) In relation to the protected characteristic of gender reassignment—

(a) a reference to a person who has a particular protected characteristic is a reference to a trans person;

(b) a reference to persons who share a protected characteristic is a reference to trans people.

Trans people do not have to have undergone some sort of medical intervention to be protected under the protected characteristic of 'gender reassignment' under the Equality Act. 'Gender Reassignment' can also refer to changing names, pronouns, dressing differently and living in their self-identified gender.

Key Stats:

It is estimated that around 0.1% of the population of UK are trans. It is widely recognised that there is limited statistics on the trans population.

It is estimated that 60% of trans people identify as having a disability or chronic health condition.

Three in ten trans (29%) have been discriminated against while exercising at a fitness club or at a sport group (LGBT in Scotland: Hate Crime and Discrimination, 2017)

Nearly four in ten trans people (39%) avoid going to the gym or participating in sports groups because of fear of discrimination and harassment.

scottishathletics adopts the [UKA trans policy](#) for athletics competitions but are also working on a secondary policy aimed at participation to sit alongside the UKA policy.

Best Practice

- The Club understands/recognises the barriers to participation for trans and non-binary people. <http://www.equality-network.org/wp-content/uploads/2013/03/Transgender-specific-companion-report.pdf>
- The Club is familiar with UKA's Trans Policy and is comfortable explaining it to its members. The Club should have a copy of it on its website.
- Treat the trans person with dignity and respect.
- Respect the private and confidential nature of the person's situation
- Agree with the trans person how information is to be shared with others if this is necessary

- Support the trans person with their choice of changing facilities where possible – a conversation should be had around where this person feels most comfortable changing. Complaints from other users or competitors must be handled carefully. It may be that the other users find it uncomfortable to share facilities with trans people, but it is the duty of the club and competition officials to ensure that confidentiality is not compromised, and that members and competitors are not subjected to abuse, whether physical or verbal, on any ground.
- Take prompt and decisive action against anyone in the organisation whose behaviour or language is inappropriate or offensive to or about trans people. Use your disciplinary procedures to manage this (please speak to your [National Club Manager](#) if you do not have a disciplinary/complaints policy).

scottishathletics are a signatory of the Scottish LGBT Sports Charter and work closely with UKA and the other home countries to provide the best support for Trans participants. We also regularly consult with equality advisory groups to understand the barriers to participation.

Further Support

Please contact your [National Club Manager](#) or our Equalities Officer [Francesca Snitjer](#)

Gender/ Gender Identity

(The distinction between sex and gender differentiates a person's biological sex (the anatomy of an individual's reproductive system, and secondary sex characteristics) from that person's gender, which can refer to either social roles based on the sex of the person (gender role) or personal identification of one's own)

scottishathletics has licensed events with a **non-binary** category with a strong message that we fully support and encourage any race organiser who wishes to include a third gender category. In April 2018, following requests for further information and support, **scottishathletics** issued non-binary guidance for race organisers. This information was communicated to all race / event organisers who license their events through the organisation.

What do we mean by non-binary?

Some people feel that their gender identity cannot be simply defined by the expected binary terms of 'man' or 'woman'. Instead, they experience their gender in another way. Typically, we refer to this group of people as being 'non-binary'. The term non-binary refers to a person: Identifying as either having a gender which is in-between or beyond the two categories 'man' and 'woman', as fluctuating between 'man' and 'woman', or as having no gender, either permanently or some of the time (www.scottishtrans.org/non-binary)

- ✓ Between April and September 2018, 33 race organisers included a non-binary competition category within their events. Four of the events are in Track & Field, and one was a **scottishathletics** Championship event in trail running.
- ✓ In 2017, **scottishathletics** successfully proposed a rule change to UKA to allow a third gender category in mass participation races.
- ✓ As of April 2019, all **scottishathletics** championships events, including those external events hosting a championship on our behalf, must include a non-binary category within the event entry options.

Following discussions with athletes, event organisers and with our event commissions, all **scottishathletics** championship events will include a non-binary gender category within the event entry options. This will run as a pilot from the start of **April 2019** and will include all events which stage a national championship on our behalf.

The **scottishathletics** policy on non-binary athletes competing within Scottish National Championship events can be found on [our Equality pages](#).

Timetabling for non-binary competitors will be looked at on a case by case basis, and individually reviewed per event/discipline. Support and advice on best practice is available to all event organisers new to hosting events for a non-binary category.

A copy of our [non-binary guidelines](#) for race organisers can be found on our website.

Best Practice:

- Where possible, consider gender neutral facilities. Possible solutions will depend on the facilities where training or events is held. Please talk to anyone in your club who identifies themselves as non-binary to discuss the best way solution for all.
- Have a non-binary gender option on your membership form. Where possible, you should allow people to opt out of selecting a title or provide a gender-neutral option. The most popular gender-neutral title is Mx.

Further Support

Please contact your [National Club Manager](#) or our Equalities Officer [Francesca Snitjer](#)



Marriage or Civil Partnership Status

Marriage and civil partnership - The Equality Act 2010

(1) A person has the protected characteristic of marriage and civil partnership if the person is married or is a civil partner.

(2) In relation to the protected characteristic of marriage and civil partnership—

(a) a reference to a person who has a particular protected characteristic is a reference to a person who is married or is a civil partner;

(b) a reference to persons who share a protected characteristic is a reference to persons who are married or are civil partners.

There is no specific guidance offered to Clubs on this protected characteristic and we do not ask this question on our Equality Monitoring survey, but please contact your [National Club Manager](#) if you have any questions relating to it.

Pregnancy and Maternity

There is no specific guidance offered to Clubs on this protected characteristic and we do not ask this question on our Equality Monitoring survey, but please contact your [National Club Manager](#) if you have any questions relating to it or would like further advice on tailored training during pregnancy.



Race

Race – The Equality Act 2010:

(1) Race includes— (a) colour; (b) nationality; (c) ethnic or national origins. (2) In relation to the protected characteristic of race— (a) a reference to a person who has a particular protected characteristic is a reference to a person of a particular racial group; (b) a reference to persons who share a protected characteristic is a reference to persons of the same racial group. (3) A racial group is a group of persons defined by reference to race; and a reference to a person's racial group is a reference to a racial group into which the person falls. (4) The fact that a racial group comprises two or more distinct racial groups does not prevent it from constituting a particular racial group.

Key Stats:

According to the 2011 Census, the percentage of people in Scotland from minority ethnic groups had doubled to 4%, up from 2% in 2001.

The proportion of the population reported as belonging to a minority ethnic group varied by council area. The highest figures were in the four council areas containing the large cities:

Glasgow:	12%
Edinburgh:	8%
Aberdeen:	8%
Dundee:	6%

2% of **scottishathletics** members are from an ethnic minority.

Best practice

- The Club understands/recognises the barriers to participation for people from different ethnic backgrounds and works with their [National Club Manager](#) or key partners to support inclusion of these groups.
- The Club positively encourages inclusion from all ethnic groups
- The Club reflects the diversity of their wider community
- The Club takes prompt and decisive action against anyone in the organisation whose behaviour or language is inappropriate or offensive to or about people from ethnic minority backgrounds. Use your disciplinary procedures to manage this (please speak to your **National Club Manager** if you do not have a disciplinary/complaints policy).

Further Support

Please contact your [National Club Manager](#) or our Equalities Officer [Francesca Snitjer](#)

Religion or belief

Religion or belief – The Equality Act 2010:

(1) Religion means any religion and a reference to religion includes a reference to a lack of religion.

(2) Belief means any religious or philosophical belief and a reference to belief includes a reference to a lack of belief.

(3) In relation to the protected characteristic of religion or belief— (a) a reference to a person who has a particular protected characteristic is a reference to a person of a particular religion or belief; (b) a reference to persons who share a protected characteristic is a reference to persons who are of the same religion or belief.

Key Stats:

In 2011, over half (54%) of the population of Scotland stated their religion as Christian - a decrease of 11 percentage points since 2001, whilst 37% of people stated that they had no religion. After Christianity, Islam was the most common faith with 77 thousand people in Scotland describing their religion as Muslim. This is followed by Hindus (16,000), people from Other religions (15,000), Buddhists (13,000), Sikhs (9,000) and Jews (6,000). Even with these groups added together they still accounted for less than 3% of the overall population.

According to the 2018 **scottishathletics** Equality Monitoring Survey, 55.9% of respondents don't identify with any religion.

Best Practice

- The Club understands/recognises the barriers to participation for people from different religion and works with their National Club Manager to support inclusion of these groups.
- The club is familiar with religious holidays and festivals, observance of religious beliefs, dietary restrictions, cultural differences/restrictions and clothing restrictions (particularly for women) and make reasonable provisions to assist when these coincide with training. Where possible, consult the [religious festival calendar](#) before arranging events.

Further Support

Please contact your [National Club Manager](#) or our Equalities Officer [Francesca Snitjer](#)

Sex

Sex In relation to the protected characteristic of sex – The Equality Act 2010

(a) a reference to a person who has a particular protected characteristic is a reference to a man or to a woman;

(b) a reference to persons who share a protected characteristic is a reference to persons of the same sex.

Key stats:

In 2016, 51% of Scotland's population were women and 49% were men. This proportion has not changed much since 1947.

According to the **scottishathletics** database, 55% of our members are male, and 45% female. Junior female is our largest category of members.

There is a 57% male /43% female ratio of coaches, but this ratio changes to 67% / 33% at Level 2 and 80%/20% at Level 3.

The ratio of officials according to our database is 50% male / 50% female

- ✓ In February 2017, Senior men and women ran the same distance at the National XC for the first time.
- ✓ From December 2018, all races at the District National Cross-Country Championships will run the same distance.

Best Practice

- The Club provides training and competition opportunities for both male and female members. Where possible, ensure personal safety for female members at the end of a session – safe parking, external lighting etc.
- The Club actively encourages female coaches and their development up the pathway.

Further Support

Please contact your [National Club Manager](#) or our Equalities Officer [Francesca Snitjer](#)

Sexual Orientation

Sexual orientation – The Equality Act 2010

(1) Sexual orientation means a person’s sexual orientation towards— (a) persons of the same sex, (b) persons of the opposite sex, or (c) persons of either sex.

(2) In relation to the protected characteristic of sexual orientation— (a) a reference to a person who has a particular protected characteristic is a reference to a person who is of a particular sexual orientation; (b) a reference to persons who share a protected characteristic is a reference to persons who are of the same sexual orientation.

Key stats:

According to a Scottish Government survey, 1.8% of adults in Scotland identified their sexual orientation as Lesbian, Gay, Bisexual or other.

Almost half of LGBT people (46%) think public sporting events aren’t a welcoming place for LGBT people.

One in twelve LGBT people (8%) have been discriminated against while exercising at a fitness club or at a sport group in the last year.

More than one in ten LGBT people (11%) avoid going to the gym or participating in sports groups because of fear of discrimination and harassment (LGBT in Scotland: Hate Crime and Discrimination, 2017).

- **Best Practice**

Clubs should understand/recognise the barriers to participation for LGBT people and works with their National Club Manager to support inclusion.

<https://www.lgbtyouth.org.uk/media/1054/coming-out-guide-for-t-people.pdf>

<https://www.equality-network.org/our-work/policyandcampaign/out-for-sport/the-facts/>

- The Club undergo Equality training in order to increase awareness, effective community engagement and consultation.
- The Club uses inclusive language on website and in policies and have targeted promotional material.
- The Club takes prompt and decisive action against anyone in the organisation whose behaviour or language is inappropriate or offensive to or about LGBT people. Use your disciplinary procedures to manage this (please speak to your [National Club Manager](#) if you do not have a disciplinary/complaints policy).

scottishathletics work closely with LEAP Sports Scotland, the Equality Network and Stonewall Scotland to encourage participation from the LGBTI community and promote equality and diversity within our governing body and our clubs.

Rainbow Laces Campaign (more info www.stonewall.org.uk/our-work/campaigns/rainbow-laces)

Since 2015, scottishathletics and jogscotland have been involved in the Rainbow Laces Campaign together with Stonewall Scotland. The campaign is a way for everyone in sport to show their support for LGBT equality and inclusivity. Since we have been involved in the campaign, more than 4000

pairs of laces have been distributed along with posters and toolkits for clubs, jogging groups and individuals. If your club is interested in getting involved, please contact our Equalities Officer [Francesca Snitjer](#)

Further Support

Please contact your [National Club Manager](#) or our Equalities Officer [Francesca Snitjer](#)



Contacts

scottishathletics contacts:

Francesca Snitjer, Equalities Officer

e francesca.snitjer@scottishathletics.org.uk

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t 07983 081 122

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e colin.hutchison@scottishathletics.org.uk

t 07983 080 925

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e jamie.mcdonald@scottishathletics.org.uk

t 07776 370 199

Lindsay McMahon, National Club Manager

e lindsay.mcmahon@scottishathletics.org.uk

t 07918 796 648

Francis Smith, National Club Manager

e francis.smith@scottishathletics.org.uk

t 07508 317 606

Alasdhair Love, National Events Manager

e alasdhair.love@scottishathletics.org.uk / events@scottishathletics.org.uk

t 0131 476 7335

For any other scottishathletics contacts, please visit our [website](#)

Further information and resources

scottishathletics regularly consults with external equality advisory group on issues relating to equality.

BEMIS

The national umbrella body supporting the development of the Ethnic Minorities Voluntary Sector in Scotland and the communities that this sector represents.

w <https://bemis.org.uk>

e mail@bemis.org.uk

t 0141 255 2133

Equality Network

Leading national charity working for LGBTI equality and human rights in Scotland

w www.equality-network.org

e en@equality-network.org

t 0131 467 6039

LEAP Sports Scotland

Leadership, Equality and Active Participation in Sports for LGBTI people in Scotland

w <https://leapsports.org>

e info@leapsports.org

t 0141 202 0777

Scottish Disability Sport

The Scottish governing and co-coordinating body of all sports for people of all ages and abilities with a physical, sensory or learning disability.

w www.scottishdisabilitysport.com

e admin@scottishdisabilitysport.com

t 0131 317 1130

Scottish Women in Sport

National sports charity aimed at raising awareness of all issues affecting women in sport

w www.scottishwomeninsport.co.uk

Stonewall Scotland

Campaigns for the equality of LGBTI people in Scotland

w www.stonewallscotland.org.uk

e info@stonewallscotland.org.uk

t 0131 474 8019

Equality Training

scottishathletics are committed to ensuring that everyone involved in athletics (Board, staff, commissions, volunteers, officials, coaches, club together officers etc) has access to equality training and/or awareness raising about key equality issues. All staff and Board members have undergone equality training.

Free online training can be undertaken at:

- <https://elearning.acas.org.uk/course/>
- Click on **Equality and Diversity**.
- You will need to register – it's free.
- Make sure cookies/pop ups are enabled in your browser.

For the purpose of effective monitoring and keeping an accurate training log, it would be beneficial if you can let your National Club Manager know if you have completed any equality training. If you would like training on a specific protected characteristic (disability etc), then please speak to your [National Club Manager](#).

