

SCOTTISH PENTATHLON

EQUALITY POLICY

2019 TO 2021

1. Commitment to Equality

Scottish Pentathlon is committed to promoting and achieving equality, and to ensuring that unfair discrimination is eliminated. It believes that unfair discrimination is totally unacceptable. Discrimination on the grounds of age, sex, disability, race, gender reassignment, sexual orientation, religion and faith, pregnancy and maternity, marriage and civil partnership will not be tolerated

Scottish Pentathlon will ensure that equality is given due regard from the outset in the development of all its policies, programmes and activities. It will ensure that the principles of equality and inclusion are understood by all its staff and board members. It is committed to eliminating discrimination and will address any form of unfair discrimination that occurs within the organisation.

Scottish Pentathlon commits to comply with its statutory and legislative obligations to eliminate discrimination, to increase equality in all its activities, and to keep abreast of new developments in discrimination and equality legislation.

2. Development of Action Plan

A Scottish Pentathlon Action Plan has been developed from inputs across the organisation including members and participants.

The main emphasis of the plan is to ensure that all the activities of Scottish Pentathlon are done in as inclusive a way as possible.

The plan will provide the sport with a route map to ensure that the governing body retains the principles of equality and inclusiveness at the heart of all programmes and activities.

3. Summary of Evidence

A number of initiatives were taken to gather key information on Equality across the Scottish Pentathlon organisation – these included

Scottish Pentathlon Equality Audit – This includes the results of the membership survey

Training Needs Analysis – Analysis of training needs of Staff and Board Members

Review of Recruitment Procedures – A review of how we select and recruit employees

The documentation of these initiatives is available on the Scottish Pentathlon website

4. Monitoring and Reporting Delivery of the Action Plan

This Scottish Pentathlon Policy and Action Plan has been incorporated into the Operational Plan, as a consequence, it will be part of the quarterly review cycle at Board level

The Operational Plan is also closely monitored by SportScotland.

5. The Action Plan is a live document

The Scottish Pentathlon Action Plan is a live document in the sense that it can be reviewed or amended at any time, as and when issues of concern become apparent, in this way necessary actions can be given immediate attention. It will, however, also be reviewed annually in line with the Operational Plan.

6. Accountability

Accountability for the delivery of this Action Plan is held at Board level. The Chairman will be publicly accountable for equality and will be assisted by the members of the Executive Board, staff and key volunteers.

Operationally, the responsibility for the delivery of the actions listed will rest with the individuals or groups shown on the plan. However, to achieve its stated outcomes, every member of the organisation, and its key partners and stakeholders, must be aware of its goals, committed to them and to play their part in assisting its delivery.

7. Resourcing Implementation of the Action Plan

In accepting this Action Plan the Board of Scottish Pentathlon will use all the resources at its disposal, both physical and financial, to achieve the stated outcomes.

8. Key Outcomes

The key outcomes of this action plan are:

Membership and Participation – ensuring that any participation in any of the activities under Modern Pentathlon is inclusive and welcoming to all and that all participants are treated fairly regardless of age, race, disability, sex, gender reassignment, sexual orientation, marriage/civil partnership, pregnancy/maternity, religion or belief.

Equality Training – developing and delivering an equality training plan which meets the needs of staff, Board Members, Key Volunteers, Coaches and Member Bodies.

Human Resources – ensuring equitable recruitment procedures and practices.

9. Timescale - much of this plan defines actions that are ongoing with annual review

Over the next 3 years the membership will increase significantly, which will require a larger organisation. The actions above will ensure that Scottish Pentathlon can maintain the standards required.