



taekwondoscotland™

EQUITY POLICY

19/5/2010

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1 Aim

This policy is designed to ensure equality of opportunity for people who wish to practise taekwondo in Scotland, regardless of sex, ethnic origin, nationality, medical or psychological conditions, age, religious beliefs, political persuasion, sexual orientation or social status.

2 Statement of Policy

The fundamental principle of this policy is that the opportunity to participate in taekwondo must be available to all who choose to do so. All those who do choose to practise taekwondo must be treated fairly and equally.

3 Statement of Intent

A mere statement of policy by taekwondoscotland is not sufficient and the organisation must be active in ensuring that there is in fact fairness and equality of opportunity and treatment. One of the supreme aims of taekwondo is to encourage self-development by enhancing individuals' confidence and self-esteem. Those who choose to practise taekwondo have a fundamental right to pursue this. Inequitable treatment of any kind jeopardises this and is unacceptable.

To these ends, taekwondoscotland will attempt to ensure the following:

- Freedom from unfair discrimination against any current or potential members or groups of members
- Removal of social, economic or other barriers to participation in taekwondo
- Prevention or removal of inequalities of treatment

The inevitable inequalities in abilities in performing taekwondo cannot be eliminated completely, either by training or by policies such as this. Some inequalities are innate while others are due to differences in personal diligence or perseverance in training. Such things are a fundamental attribute of any physical activity or competitive sport. However, all current or potential members are entitled to the right to participate and to achieve or to pursue excellence. They are also entitled to receive equal treatment, no matter what their status or background and matter what their levels of skills in taekwondo are.

Taekwondoscotland will:

- Ensure that the facilities at its disposal are generally available to all.
- Institute disciplinary action against members or groups who practise discrimination.

The differences between achievements of athletes will mean that there is some form of '*positive discrimination*' in the selection and training of elite teams. This is both inevitable and desirable. Some special facilities or opportunities may only be open to elite or national squad players. Indeed, some specialist training or competition may be beyond the capabilities

of the average club student. This is only realistic and this policy is not concerned with such types of behaviour.

4 Position of taekwondo in society

As a comparatively recent sport to Scotland, taekwondo is fortunate that it has not suffered the inequalities, discrimination or sectarian divides that have beset some other sports.

Throughout the world and throughout the United Kingdom, taekwondo is widely practised at all levels of society, in all ethnic communities and in all but the most remote areas.

Taekwondoscotland aims to ensure that this egalitarian ideal is maintained. Some parts of Scotland have little or no opportunity to practise taekwondo because they lack qualified instructors or coaches. However, taekwondo practice is potentially physically hazardous, so, while taekwondoscotland will, make every effort to encourage the practice of taekwondo all over Scotland, it will not do so at the expense of the health and welfare of potential students. All students are entitled to be taught safely, by properly qualified, registered and insured coaches and instructors.

5 Implementation of this policy

The Executive Committee of taekwondoscotland, in conjunction with its subcommittees, is responsible for ensuring that this Equity Policy is implemented and adhered to.

However, this does not absolve individual instructors, coaches, officials and all other members from their personal responsibility to ensure that their own practices are in accord with this policy and those other policies listed below.

6 Other Policies

In observance of this policy, all members of taekwondoscotland must also adhere to the following:

- Sport Taekwondo UK Equity Policy
- British Taekwondo Control Board Child Protection Policy
- British Taekwondo Council Child Protection Policy
- BTCB Code of Conduct
- BTC Code of Conduct
- BTCB Policy & Procedures Manual

7 Individual Responsibilities

Individuals acting on behalf of or as members of taekwondoscotland are personally responsible to help ensure that this policy is adhered to. In particular, the following must be observed by all members.

- Comply with taekwondoscotland's policies and procedures on equity, namely this policy and any subsequent measures.
- Avoid unfair discrimination.
- Ensure that any dealings or correspondence with members or outside bodies or individuals are free from discriminatory behaviour or language.
- Do not encourage or allow discrimination.
- Notify the Chairperson of taekwondoscotland of any actual or potential discrimination

- Do not harass, bully, threaten, intimidate or otherwise victimise any individuals who have made or wish to make complaints or who have provided or wish to provide information about discrimination.
- Do not harass, bully, threaten, intimidate or otherwise victimise any individuals, whether they are members or not, as part of discrimination.
- Do not harass, bully, threaten or intimidate or otherwise victimise any individuals who report instances of actual or suspected discrimination, whether they are members, as part of discrimination.
- Do not participate in racist, sectarian, sexist, homophobic or other offensive discriminatory behaviour while acting as members of taekwondoscotland.

8 Discipline and Complaints Procedure

Actual or suspected discrimination by members of taekwondoscotland will be reported to the Disciplinary Chairperson of the BTCB. The BTCB will take any disciplinary action necessary but this shall not preclude legal action being taken.

9 Record-keeping

The Chairperson of taekwondoscotland or an official delegated by him or her shall keep a record of all incidents that relate to this policy, including all actions to ensure compliance and any instances in which the policy has been, or has been alleged to have been, disobeyed.

All information will be processed in accordance with the Data Protection Act 1998.

10 Types of discrimination

Bullying

This is a form of misuse of power or position. This is not merely physical mistreatment of others. Bullying behaviour unduly criticises, condemns or humiliates people producing psychological as well as physical harm. This can undermine ability and confidence.

Discrimination

Treating groups or individuals differently, often on the basis of prejudice. In this document, this refers to *negative* discrimination (unjust or unfair treatment), not to justifiable positive discrimination (e.g., in selection of talented athletes for teams or candidates for promotion tests).

Direct Discrimination

Treating some individual or individuals less favourably than you would treat others in the same circumstances.

Indirect Discrimination

Treatment that, whether intentional or not, adversely and unjustifiably affects a considerably larger proportion of people of one race, sex, marital status or other characteristics than another.

Harassment

Inappropriate actions, behaviour, comments or physical contact that is objectionable or offensive to the recipient. It may be of sexual or racial nature or it may be directed towards people because of their age, sexuality, a disability or some other characteristic.

Intimidation

Threatening behaviour(s) designed to influence others unfairly.

Victimisation

Treating others less favourably because of their actions.

11 Legal requirements

In addition to the specific policies detailed in this document, taekwondoscotland recognises its obligations under the following Acts of Parliament and any subsequent additions or amendments to these:

- The Equal Pay Act 1970
- The Sex Discrimination Act 1975
- The Sex Discrimination Act 1986
- Rehabilitation of Offenders Act 1974
- The Sex Discrimination (Gender Reassignment) Regulations 1999
- Race Relations Act 1976
- Race Relations Amendment Act 2000
- The Disability Discrimination Act 1995
- The Human Rights Act 1998
- The Scotland Act 2000
- The Employment Equality (Religion or Belief) Regulations 2003
- The Employment Equality (Sexual Orientation) Regulations 2003
- The Gender Recognition Act 2004
- The Civil Partnership Act 2004
- Employment Equality (Age) Regulations 2006