



SCOTTISH HANG GLIDING & PARAGLIDING FEDERATION

EQUAL OPPORTUNITIES POLICY

The Scottish Hang Gliding and Paragliding Federation is strongly committed to equal opportunities for all sectors of the community. It is the policy of the Scottish Hang Gliding and Paragliding Federation, where practical, to ensure that all participants, volunteers, coaches or parents receive equal treatment regardless of age, disability, gender reassignment, pregnancy/maternity, race, religion or belief, sex, sexual orientation, marriage and civil partnership.

The Scottish Hang Gliding and Paragliding Federation have the following aims:

- Eliminating any barriers or 'perceived' barriers to participation within the sport.
- Ensuring that all members are aware of, understand and follow the Federation's equality policy.
- Increasing awareness within the Federation of the needs of those who face discrimination.
- Ensuring that the Federation considers equal opportunities in all its activities.
- Ensuring that the rules of the Federation state that discriminatory language or behaviour is not acceptable.

In order to ensure that equal opportunities is really 'owned' by the Federation and is an integral part of the Federation's philosophy it is important that all Federation committee members are involved in the process of developing the policy.

EQUALITY POLICY

The Scottish Hang Gliding and Paragliding Federation is committed to ensuring that equality is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following definition of sports equality:

- Sports equality is about fairness in sport, equality of access, recognizing inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure, if practical, it becomes equally accessible to everyone in society.
- The Federation respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, disability, gender reassignment, pregnancy/maternity, race, religion or belief, sex, sexual orientation, marriage and civil partnership.
- The Federation is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.



- All Federation members have a responsibility to oppose discriminatory behavior or language and promote equality of opportunity.

Discrimination, Harassment and Victimisation

Discrimination can take the following forms:

- Direct Discrimination. This means treating someone less favourably than you would treat others in the same circumstances.
- 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. This 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.
- Harassment is described 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 is defined as when someone is treated less favourably than others because they have taken action under the anti discrimination legislation (Equality Act, 2010) or they have helped another person to do so.
- Bullying is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual.

The Scottish Hang Gliding and Paragliding Federation regards discrimination, harassment or victimisation, as described above, as serious misconduct and any volunteer or member who discriminates against, harasses or victimises or bullies any other person will be liable to appropriate disciplinary action.

Date	Description/Purpose	Name	Signed	Position
30/09/21	Re-Issued Without Change Approved at SHPF Committee Meeting held on 30/09/21.	A.Smith	REDACTED	Secretary
27/03/13	Initial Issue	S.Rigg	<i>S.Rigg</i>	Chairman