

Equal Opportunities Policy Version

Scope

Weightlifting Scotland recognise that everyone has a contribution to make to our society and a right to equal opportunity. Weightlifting Scotland is therefore committed to promoting a best-practice environment, where all individuals and groups are treated with respect and dignity. All staff, members, learners and any related third party are required to adhere to this policy and to the requirements of the Equality Act 2010 (as amended from time to time).

All staff, members, learners and any related third party are required to contribute to the effective implementation of this policy treating others equally and ensuring access for all. No one should feel threatened or degraded on the grounds of the following nine protected characteristics identified within the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation. This policy aims to prevent and tackle all types of discrimination also identified through the Equality Act 2010

Direct discrimination	Where someone is treated less favourably than another person because of a protected characteristic.
Associative discrimination	Direct discrimination against someone because they are associated with another person who possesses a protected characteristic.
Discrimination by perception	Direct discrimination against someone because others think that they possess a particular protected characteristic. They do not necessarily have to possess the characteristic, just be perceived to.
Indirect discrimination	Occurs when there is a rule or policy that applies to everyone but disadvantages a person with a particular protected characteristic.
Harassment	Behaviour that is deemed offensive by the recipient. Employees can now complain of the behaviour they find offensive even if it is not directed at them.
Harassment by a third party	Employers are potentially liable for the harassment of their staff or customers by people they don't themselves employ, i.e. a contractor.
Victimisation	Occurs when someone is treated badly because they have made or supported a complaint or grievance under this legislation.

Objectives

Effective implementation of this policy ensures that we promote equal opportunities, eliminate discrimination, eradicate harassment and ensure access for all. This is achieved by:

- ensuring that all staff, members, learners and any related third parties are treated equally at all times
- ensuring all staff, members, learners and any related third parties are made aware of this policy and any related responsibilities
- ensuring that all staff are responsible for creating an open and friendly learning environment
- ensuring that staff selection for employment, volunteering, promotion, training or any other benefit will be on the basis of aptitude and ability
- ensuring that learner, member and participant selection for courses competitions, squad training sessions and related initial assessments are conducted in accordance with the qualification pre-requisites and specific selection and initial assessment criteria
- ensuring that all selection/rejection decisions are recorded for staff, learners, members and any relevant third parties.
- ensuring that an effective access arrangements procedure is in place and deployed through conduct of reasonable adjustments and special considerations
- opposing all forms of unlawful and unfair discrimination.
- taking any allegations or incidents of discrimination or any type of unfair treatment extremely seriously and responding to them swiftly
- ensuring zero tolerance on any acts of discrimination on the grounds of the nine protected characteristics outlined within the Equality Act 2010. Where such instances of malpractice are proven, action will be taken in accordance with the Weightlifting Scotland Malpractice Policy.

It is ultimately the responsibility of the Secretary, Colin Hannah, to ensure that this policy is published and accessible to all personnel, learners, members and any relevant third parties.

Access to Fair Assessment Statement

Commitment

Weightlifting Scotland is committed to providing ongoing support to members, learners with particular requirements and aspires to eliminate discrimination. On this basis, we ensure accessible services, making reasonable adjustments and applying special considerations where these are required, to facilitate members, learners in completing each course/programme, competition, squad training sessions as independently as possible.

Access arrangements ensure that the conduct of reasonable adjustments and special considerations reduce substantial disadvantage caused due to a members, learner's disability or difficulty. In accordance with the Equality Act 2010, we have a commitment to provide access for members, learners with particular needs to prevent discrimination in the delivery of qualifications and the assessment of members or learners.

Reasonable adjustments

Reasonable adjustments are any arrangements made prior to the delivery or assessment of a qualification to reduce the effect of a disability or difficulty that places a member, learner at a substantial disadvantage. These arrangements are required to be granted by the awarding organisation for the assessment of members, learners with a permanent, long-term or temporary disability, a learning difficulty, illness or indisposition.

Special Consideration

Special consideration is the implementation of arrangements at the time of an assessment to allow competence to be demonstrated by members, learners who have been disadvantaged or were unable to attend the any assessment or competition or squad training sessions due to emotional/physical difficulties or adverse circumstances. These arrangements are required to be granted by the awarding organisation for the assessment of learners who have experience temporary difficulties.

Objectives

Our personnel are committed to contributing to this practice and the overall aims are to assist learners in managing their individual situation and create a more accessible learning and assessment environment for all. For this to be achieved, we aim to determine members, learners' requirements and requests for the provision of access arrangements at an early stage. To ensure sure we give access to fair assessment and treating all members, learners equally we intent to:

- ensure the access to fair assessment statement and practice are understood and complied with by any personnel involved in assessment, competitions, squad training sessions and also by learners
- promote equality within of each learning programme and in the conduct of all qualification assessments
- adhere to related procedures and regulations regarding reasonable adjustments and special consideration; requesting permission to grant these for each member, learner from the relevant awarding organisation
- ensure buildings and assessment sites used for delivery and assessment and competitions or squad training sessions are accessible to all members, learners, as far as is practicable
- ensure appropriate equipment/personnel (including technological equipment or any assistant personnel, i.e. reader, scribe, practical assistant, etc) is available for selected adjustments to delivery and/or assessments, competitions or squad training sessions.
- use assistive equipment and personnel within the reasonable adjustments framework, as outlined by the awarding organisation, without disadvantaging others who are not affected by particular requirements.

Equality and Access Appeals

Where members, learners have requested reasonable adjustments or special considerations from but are unhappy with the outcomes they have a right to make an appeal via Weightlifting Scotland member, Learner Appeals Procedure

Equality and Access Complaints

Members, Learners have the right to raise any issues related to equal treatment and/or the implementation of access arrangements or make a formal complaint via the Weightlifting Scotland member, Learner Complaints Procedure.