



Equality and Diversity Policy – Updated June 2020

Policy Statement

Glasgow University Sports Association (hereafter to be referred to as “GUSA”) endorses the principle of equality of access to and participation in sport and recreational activities. It is committed to avoid and eliminate unfair discrimination of any kind in sport and activity provided by GUSA, and will under no circumstances condone unlawful discriminatory practices. It will strive to ensure that everyone who wishes to be involved in student sport and physical activity at the University of Glasgow, whether as casual participants, team members, volunteers, coaches, office-bearers in clubs or those within GUSA:

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, ethnic origin, socioeconomic status or sexual orientation. GUSA aims to provide its participants, and those wishing to join the association, 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.

Legal obligations

GUSA takes a zero tolerance approach to direct discrimination, indirect discrimination, discrimination arising from disability, harassment, victimisation and bullying.

Positive action

The principle of Sports Equality goes further than simply complying with legislation. It entails 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 student community to participate equally and fully within the extent of the individual’s capacity.

GUSA will therefore seek to institute, support or contribute to appropriate measures or initiatives that enable access to sport and participation in associated activities by people from any group that is under-represented in the sport or has difficulty accessing it.

Implementation

The following steps will be taken to publicise this policy and promote sports equality in student sport and activity at the University of Glasgow:

- A copy of this document will be published on the GUSA Website and individuals will be directed to read it when they join their member sports club.
- The GUSA President, in conjunction with the GUSA Council and in partnership with the University of Glasgow Sport, will take overall responsibility for ensuring that the policy is observed.

The GUSA Disciplinary Procedure (<https://www.gla.ac.uk/myglasgow/sport/gusa/documents/>) outlines the processes in place, complaints procedure and actions which will be taken in any instances of harassment or abuse whether perpetrated by a student of the University or a member of an opposing side.

- GUSA will collaborate as appropriate with any surveys or other initiatives designed to assess the level of participation of different sections of the student community in sport provision and physical activity and will take account of the findings in developing measures to promote and enhance sports equality.
- GUSA will provide access to training for all of its Council Members to raise awareness of both collective and individual responsibilities.
- It will be a condition of GUSA membership that individual and corporate members commit to act in accordance with this policy; and to support such measures and initiatives that GUSA may institute or take part in to advance the aims of this policy.

It will be a condition of the GUSA membership that member clubs:

- Formally adopt this policy; 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. If the club cannot resolve any matter then they should contact GUSA, or University of Glasgow Sport if GUSA is not appropriate, to seek support and resolve the issue via GUSA’s Disciplinary Procedure.
- Ensure that access to membership is open and inclusive; and
 - Support such measures and initiatives that GUSA may institute or take part in to advance
 - the aims of this policy.

Responsibility, Monitoring and Evaluation

The GUSA Council will be responsible for ensuring the implementation of this policy.

The Council shall review the application of this policy on an annual basis, and the President will report accordingly to the AGM.

The Council, or where appropriate a designated project leader, will review any measures or initiatives that GUSA may institute or take part in to promote and enhance sports equality and will report their findings formally to the AGM.

The Council will review the policy itself at intervals of no more than three years, (or when necessary due to changes in legislation) and will report with recommendations to the AGM.

Complaints and Compliance

GUSA regards all of the forms of discriminatory behaviour as unacceptable and is concerned to ensure that individuals feel able to raise any bona fide grievance or complaint related to such behaviour without fear of being penalised for doing so.

Appropriate disciplinary action will be taken against any employee, member or volunteer who violates the GUSA Equality and Diversity Policy.

The processes and procedures in place for raising a complaint against a member of a GUSA Sports Club, a Sports Club itself, GUSA Council or volunteer can be found in the GUSA Disciplinary Procedure.

GUSA Executive Committee

- President

- Vice President

- Secretary

APPENDIX – Relevant Legislation and Forms of Unacceptable Discrimination

Legal rights

Discrimination has been legally defined through a series of legislative acts, including the Race Relations Act, the Sex Discrimination Act, the Disability Discrimination Act and the Equality Act 2006.

In April 2010, the Equality Act 2010 received Royal Assent. The Equality Act 2010 is a new law which harmonises where possible, and in some cases extends, protection from discrimination. It applies throughout the UK and came into force in October 2010.

Discrimination refers to unfavourable treatment on the basis of particular characteristics, which are known as the 'protected characteristics'. Under the Equality Act 2010, the protected characteristics are defined as age, disability, gender reassignment, marital or civil partnership status, pregnancy and maternity, race, religion or belief, sex (gender) and sexual orientation.

Under the Equality Act 2010, individuals are protected from discrimination 'on grounds of' a protected characteristic¹. This means that individuals will be protected if they have a characteristic, are assumed to have it, associate with someone who has it or with someone who is assumed to have it.

Forms of discrimination and discriminatory behaviour include the following:

Direct discrimination

Direct discrimination can be described as less favourable treatment on the grounds of one of the protected characteristics.

Indirect discrimination

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.

Harassment

Harassment is defined 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

¹ The exception to this is pregnancy and maternity, which does not include protection by association or assumption – a woman is only protected from discrimination on grounds of her own pregnancy.

It is unlawful to treat a person less favourably because he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so. To do so would constitute victimisation.

Bullying

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.