



Scottish Auto Cycle Union

Equality and Diversity Policy

SACU Equality and Diversity Policy Change Record

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V2.4	Gillian Sefton	Addition of Annex 1: Equal Opportunities Statement	6 th September 2022

All changes to this policy must be recorded and dated.

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Equality and Diversity Policy

PREAMBLE

The Scottish Auto-Cycle Union (SACU) is the controlling body for Motorcycle Sport in Scotland, we are a National Club within the Auto – Cycle Union (ACU) and recognised as the controlling body for motorcycle sport in Scotland. All events are permitted and run under the guidance of the National Sporting Code and Standing Regulations contained within the ACU Handbook.

The SACU's general sphere of responsibility and influence is strictly limited to events and their environs covered by a SACU Permit or agreed SACU functions and practices. We have a social responsibility to protect our sport from any issues.

1. INTRODUCTION

1.1 The SACU is firmly committed to the underlying principles of equality and diversity. The SACU believes that every person who wants to take part in the sport should be able to do so, regardless of their age, gender reassignment, disability, marital or civil partnership status, pregnancy or maternity, religion, race, sex, sexual orientation or socioeconomic status.

1.2 The SACU believes that its members and supporters should be free from any form of discrimination whether verbal, physical or mental. We believe that our members should be able to progress through our sport without encountering unwanted behaviour such as bullying, harassment, intimidation or any other form of abusive treatment.

1.3 The SACU will strive to ensure that perpetrators of such behaviour will be brought to question and held to account. In supporting this policy we believe that we will make our sport truly diverse and welcoming to all. We would like to assure all our members that we are truly committed to these principles and will strive to uphold this philosophy.

2. POLICY STATEMENT

2.1 The SACU endorses the principle of sports equality and will strive to ensure that everyone who wishes to be involved in motorcycle sport at all levels:

Has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, gender reassignment, disability, marital or civil partnership status, pregnancy or maternity, religion, race, sex, sexual orientation or socioeconomic status; and can be assured 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.

3. LEGAL OBLIGATIONS

The SACU is committed to avoid and eliminate unfair discrimination of any kind in motorcycle sport and will, under no circumstances, condone unlawful discriminatory practices. The organisation takes a zero tolerance approach to harassment. Examples of the relevant legislation and the behaviours in question are given in Section 8 below.

4. POSITIVE ACTION

4.1 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 community to participate equally and fully.

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

5. IMPLEMENTATION

5.1 The following steps will be taken to publicise this policy and promote sports equality in motorcycle sport:

- A copy of this document will be published on the SACU website.
- The incumbent Chairperson of the SACU will take overall responsibility for ensuring that the policy is observed.
- The Company Secretary will be delegated as the SACU Equality Champion.
- The Board will take full account of the policy in arriving at all decisions in relation to activities of The SACU.
- The SACU will collaborate fully with any surveys or other initiatives designed to assess the level of participation of different sections of the community in motorcycle sport and will take account of the findings in developing measures to promote and enhance sports equality therein.
- The SACU will provide access to training for its Board to raise awareness of both collective and individual responsibilities.
- All the SACU accredited and licensed coaches will be equality and diversity trained.

5.2 It will be a condition of SACU membership that members:

- Formally adopt this policy, or produce their own equality and diversity policy in terms that are consistent with it

- Take steps to ensure that their committees, members and volunteers behave in accordance with the policy, including where appropriate taking disciplinary action under an affiliated Club's constitution
- Ensure that access to membership is open and inclusive
- Support such measures and initiatives that the SACU may institute or take part in to advance the aims of this policy.

5.3 It will be a condition of the SACU membership that individual and corporate members:

- Commit to act in accordance with this policy
- Support such measures and initiatives that the SACU may institute or take part in to advance the aims of this policy.

6. RESPONSIBILITY, MONITORING AND EVALUATION

6.1 The Board will be responsible for ensuring the implementation of this policy.

6.2 Responsibility for the creation, issue, management and the continued relevance of the Equality and Diversity Policy will remain with the SACU Company Secretary.

6.3 The Board will review all SACU activities and initiatives against the aims of the policy and on a regular basis the Company Secretary will report formally on this issue at Board Meetings.

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

6.5 The Board will review the policy itself annually (or when necessary due to changes in legislation) and will report with recommendations to the members of the SACU.

6.6 The Board of Directors will appoint an Equality Officer who will be responsible for our Equality and Diversity links through sportscotland and Plan4Sport. (Plan4Sport are appointed by sportscotland to provide guidance and support in Equality and Diversity).

7. COMPLAINTS AND COMPLIANCE

7.1 The SACU regards all of the forms of discriminatory behaviour, including (but not limited to) behaviour described in Section 8 below 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.

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

7.3 Any person who believes that he or she has been treated in a way that they consider to be in breach of this policy by a member club, individual member or corporate member of the SACU, should first complain to that person or organisation. If this does not resolve the matter, or in the case of allegations of discriminatory behaviour against the SACU itself, the person may raise the matter by writing directly to the Chairperson of the SACU

7.4 The SACU will investigate the complaint personally or appoint someone to do so. The investigation will be conducted impartially, confidentially, and without avoidable delay. Any person or organisation against whom a complaint has been made will be informed of what is alleged and given the opportunity to present their side of the matter.

7.5 The outcome of the investigation will be notified to the parties in writing and reported to the SACU Board. If the investigation reveals unacceptable discriminatory behaviour on the part of an individual member, corporate member, or member club the Board may impose sanctions on that person or organisation in line with the SACU's Constitution.

Sanctions may range from a written reminder concerning future conduct up to and including temporary or permanent expulsion from SACU membership. In deciding what sanction is appropriate in a particular case, the Board will consider the severity of the matter and take account of any mitigating circumstances.

7.6 Where the violation of the Equality and Diversity Policy by way of harassment, victimisation or discrimination amount to a criminal offence, the appropriate authority will be informed.

7.7 In the event that an individual or organisation associated with the SACU is subject to allegations of unlawful discrimination in a court or tribunal, the SACU Board will cooperate fully with any investigation carried out by the relevant lawful authorities and, subject to the outcome, may consider taking action as above in relation to the matter concerned.

8. RELEVANT LEGISLATION AND FORMS OF UNACCEPTABLE DISCRIMINATION

8.1 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 characteristic. 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.

8.2 Forms of discrimination and discriminatory behaviour

Forms of discrimination and discriminatory behaviour include the following:

(i) Direct discrimination

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

(ii) 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.

(iii) 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.

(iv) 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.

(v) Victimisation

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.

(vi) 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.

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.

Annex 1: Equal Opportunities Statement

The SACU are an Equal Opportunity employer.

We are committed towards building a diverse workforce that effectively represents a variety of backgrounds and skills.

We value our people, develop our volunteers, and empower future leaders within our sport.

We do not discriminate on the basis of age, gender reassignment, disability, marital or civil partnership status, pregnancy or maternity, religion, race, sex, sexual orientation, or socioeconomic status.

The SACU provides an environment in which individual rights, dignity and worth are respected.

All aspects of employment including the decision to hire, promote, discipline or discharge will be conducted based on merit, qualifications, performance, and business requirements.