

# **Westerlands Cross Country Club**

## **SCIO (SC049593)**

### **Equality Policy**

#### **POLICY STATEMENT**

The charitable purposes of Westerlands CCC are to promote the advancement of public participation in hill running, cross country and trail running; and the organisation of recreational activities connected to running and the natural environment in Scotland and beyond. Westerlands CCC is committed to fulfilling these purposes for everyone and has a zero-tolerance approach to harassment and unfair discrimination.

Westerlands CCC is open and inclusive and endorses the principle of equality for all its members and across all its activities for all levels of involvement. Westerlands CCC:

- works to ensure that everyone has a genuine and equal opportunity to participate in the organisation's activities 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, socioeconomic status or sexual orientation;
- creates an environment in which individual's rights, dignity and individual worth are respected; and
- in particular that they are able to enjoy the organisation's activities without the threat of intimidation, victimisation, harassment or abuse.

#### **LEGAL OBLIGATIONS**

As a registered Scottish Charitable Incorporated Organisation (SC049593), Westerlands CCC has a legal obligation to make its activities accessible with no discrimination on grounds of age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; or sexual orientation as laid out in the Equality Act 2010.

## POSITIVE ACTION

The principle of equality goes further than compliance 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. Westerlands CCC seeks to institute, support or contribute to appropriate measures or initiatives that enable access to our activities by people from any group that is under-represented in the sport or has difficulty accessing it.

## IMPLEMENTATION, MONITORING AND EVALUATION

The following steps will be taken to promote this policy and equality with the organisation:

- A copy of this document will be available on the organisation's website.
- The Trustees and Committee will monitor the observation of this policy, and the requirement for all members of the organisation to follow this policy will be enshrined within the organisation.
- The Trustees and Committee will consider all activities in terms of equality and diversity.
- The Trustees and Committee will report on equality at the AGM and review this policy document annually.
- The organisation will collaborate with surveys or other initiatives designed to assess the level of participation of different sections of the community in activities aligned to our purposes and will take account of the findings in developing measures to promote and enhance equality.

## COMPLAINTS

- Westerlands CCC regards all forms of discriminatory behaviour to be unacceptable and will work hard to make sure that all individuals complaints are dealt with fairly, thoroughly and in a timely manner.
- All individuals that would like to raise a *bona fide* grievance are encouraged to do so without fear of being penalised for doing so.
- Where the violation of the Equality Policy by way of harassment, victimisation or discrimination amount to a criminal offence, the appropriate authority will be informed.
- The first point of complaint should be the Trustees and Committee of Westerlands CCC. The Trustees have a legal obligation to uphold the organisation's equality policy as defined by the requirements of being a SCIO. Any individual with a complaint should contact one of the Trustees who will then pass the details onto the other Trustees and Committee.  
All complaints will be dealt with in a timely fashion, with an initial response being returned within 28 days of raising a complaint to the person who raised the complaint, the Trustees and the Committee.
- An individual who feels that their complaint has not been dealt with in a satisfactory way may feel is appropriate to raise a complaint with the Scottish Charity Register, OSCR. OSCR is the regulator of all charities in Scotland, including Westerlands CCC, SCIO.

<https://www.oscr.org.uk/about-charities/raise-a-concern/>