

# Glasgow Frontrunners Equality Policy



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## Policy Statement

The purposes of Glasgow Frontrunners as set out in the club constitution is:

1. The advancement of running as a sport and, in particular, community club running and mixed ability running for members of the LGBTQIA+ community;
2. The promotion of equality and inclusive participation in running for all LGBTQIA+ people;
3. The provision of recreational facilities, or the organisation of recreational activities, with the object of improving the conditions of life, including providing safe running and exercise spaces for all persons aged 18 years or over in the LGBTQIA+ community, where possible.

Glasgow Frontrunners endorses the principle of sports equality and will strive to ensure that everyone who wishes to be involved in running:

- 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, socioeconomic status or sexual orientation; 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.

Glasgow Frontrunners is committed to avoid and eliminate unfair discrimination of any kind in running, 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 the Appendix.

## Positive action

The principle of Sports Equality goes further than simply complying with legislation. It entails taking positive steps to counteract the effects of barriers – whether real or perceived – that restrict the opportunity for people to participate equally and fully. Glasgow Frontrunners will therefore seek to institute, support or contribute to appropriate measures or initiatives that enable access to running and participation in associated activities by people that are under-represented in the sport or has difficulty accessing it.

## Implementation

The following steps will be taken to promote this policy and sports equality:

- A copy of this document is published on the Glasgow Frontrunners website.
- The Management Committee of Glasgow Frontrunners will take overall responsibility for ensuring the implementation and observation of this policy, and the requirement for all members of the organisation to follow this policy will be enshrined within the Code of Conduct.
- The Management Committee will take full account of the policy in arriving at all decisions in relation to activities of Glasgow Frontrunners.
- Glasgow Frontrunners will collaborate fully, where possible, with any surveys or other initiatives designed to assess the level of participation of different sections of society and will take account of the findings in developing measures to promote and enhance sports equality in running.
- Glasgow Frontrunners will promote and support access to training in order to raise awareness of collective and individual responsibilities with a focus on equality and diversity training
- Glasgow Frontrunners will support links with other sporting organisations to promote participation for individuals who may have a physical disability that would limit participation in street running with Glasgow Frontrunners.
- Glasgow Frontrunners will support such measures and initiatives by scottish athletics and other organisations that may advance the aims of this policy.
- Glasgow Frontrunners recognises that it is bound by the equalities policy of scottish athletics as a condition of membership with scottishathletics.

## **Responsibility, Monitoring and Evaluation**

The Management Committee will review all Glasgow Frontrunners activities and initiatives against the aims of the policy on an annual basis, and the Management Committee will report formally on this issue at the AGM.

The Management Committee 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**

Any member of Glasgow Frontrunners, may raise a concern regarding any element of their membership. This may include the systems and processes of running the club (where the complaint is directed towards the Management Committee) or the behaviour of another member.

Informal resolution of the issue will be attempted in the first instance by the committee of which at least the Welfare and Inclusion Officer and/or President and/or Secretary should be informed even for informal resolution. However, if the member wishes to make their concerns formal, the procedure detailed in the Glasgow Frontrunners Complaints policy should be followed which can be accessed at [www.glasgowfrontrunners.org](http://www.glasgowfrontrunners.org) > Club Documents Section

## **APPENDIX – Relevant legislation and forms of unacceptable discrimination**

### **Legal rights**

Discrimination has been legally defined through the Equality Act 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 (employment only until 2012), disability, gender reassignment, marital or civil partnership status (employment only), pregnancy and maternity, race (which includes ethnic or national origin, colour or nationality), religion or belief, sex (gender) and sexual orientation.

Under the Equality Act 2010, individuals are protected from discrimination 'on grounds of' a protected characteristic \*1 . 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**

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.

\*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.