**Angus Disability Sport**

**Equality Policy**

**Introduction**

Angus Disability Sport (ADS) is fully committed to promoting equality. Fairness, justice, respect for each other, inclusion, addressing inequalities and removing barriers are just some of the principles of equality that influence ADS development, delivery and decision-making. ADS believes that everybody should have the opportunity to participate in physical activity, including sport, and no individual should be discriminated against for reasons of gender reassignment, race, disability, age, religion or belief, sex, sexual orientation, marriage and civil partnership, pregnancy and maternity. ADS recognises and acknowledges that inequalities do exist in Scottish sport. ADS is committed to taking positive steps and being pro-active in overcoming these inequalities. By taking positive action ADS will try to ensure that physical and attitudinal barriers are removed and traditionally excluded communities are welcomed into sport.

**Commitment to and Accountability for Equality**

ADS will address any form of discrimination that occurs within the organisation. The Board of ADS is responsible for ensuring that the Equality Policy is followed. The Chair has overall responsibility for the implementation of the Equality Policy.

**Employment**

ADS is committed to being an equitable organisation and recognises and encourages diversity, inclusion and respect within its workforce and members. ADS will ensure that everyone is treated equitably and that no person suffers harassment, direct or indirect discrimination or victimisation. In the event of instances of harassment, direct or indirect discrimination or victimisation, robust grievance and disciplinary procedures will be upheld. ADS will operate equitable, open and transparent recruitment and selection policies and procedures to ensure that discrimination does not occur. Staff will be appointed on their ability to carry out the job in question. ADS has in place Codes of Conduct that adequately reflect what is expected of Board members, volunteers, coaches, officials etc in terms of equitable conduct when carrying out their duties.

**Communication**

ADS will work with the local media and celebrate the success of athlete members with a disability. ADS will promote its athlete members as positive role models, particularly those athletes from under-represented groups. ADS will ensure that its equality policy and its commitment to equality are communicated to all staff, the Board, members, volunteers, coaches, officials and athletes.

**Grievances**

Any person who believes that he or she has been unfairly directly or indirectly discriminated against, harassed or victimised by any other person within the ADS structure should raise the matter with the Chair in the first instance. If the allegation is against the Chair, the matter should be raised with another member of the Board.