

Foundation Equality Standard

As part of **sportscotland** requirements it is necessary for SUS to complete the Foundation Equality Standard for Sport this year. This is an element of the Organisation's commitment to the broader concept of equity.

The Equality Standard for Sport (the Standard) is a framework and vehicle for widening access and increasing the participation and involvement in sport and physical activity from under-represented individuals, groups and communities, especially women and girls, ethnic minority groups and disabled people. It will assist sports organisations in developing equality-proofed policies, structures and processes and will allow for performance to be assessed, ensuring continuous improvement in equality.

In order to achieve the Foundation level standard, SUS must show that it is committed to equality and that commitment is communicated to all staff and volunteers.

At the last Executive Committee meeting PDC were charged with taking this forward, lead by the SUS Executive Officer. This group will continue to work towards the equity standard over the coming year.

There are a number of tasks which the Executive Committee must undertake in order to achieve the standard.

- Appoint an equity Champion on the executive committee who will ensure that equality and diversity issues are considered and addressed at each meeting. Please see role description below (Appendix One).
- Agree to implement explicit reference to executive committee members role as being responsible and accountable body for addressing inequalities. See amendment to committee job descriptions below (Appendix Two).
- Publish statement on commitment to equity. See statement below (Appendix Three).
- Agree to attend an equality workshop delivered by **sportscotland** as part of the next Executive Committee meeting.

SUS Executive is asked to:

Item
➤ Examine the proposals and ask any questions
➤ Agree to proposals

Appendix One

Equity Champion role description

A member of the Board, designated by the Chair, will be nominated as the “Equity Champion” and will ensure that:

1. They keep up-to-date with equality legislation, regulations and relevant issues.
2. Equity is included as an agenda item at Board meetings when appropriate.
3. The Board takes into consideration the impact on equality when making decisions.
4. Board members have the necessary knowledge to make informed equality related decisions.
5. The impact of the equity policy is monitored inline with stated timescales in the policy and any resulting actions to address issues are carried out.
6. The equity policy is reviewed inline with stated timescales in the policy, or if a change to legislation makes this necessary.
7. The required resources (human and financial) are available to the relevant people to deliver the equity action plan.
8. The organisation achieves the relevant level of the Equality Standard for Sport within the appropriate timescale.
9. The organisation’s equity-related work is well publicised.
10. The organisation operates in a way that minimises the risk of legal action being taken against it.

Appendix Two

Amendments to Executive Committee Job Descriptions

- SUS Chair
Equity - Lead work to address equality and diversity issues. The SUS chair shall be the accountable and responsible officer for all equality and diversity issues within the organisation.

- Directors/ Deputy Directors
Support the Equity Champion and SUS Chair in considering and addressing equality and diversity issues.

- Presidents
Support the Equity Champion and SUS Chair in considering and addressing equality and diversity issues.

Appendix Three

Statement on Commitment to Equity

The Scottish Universities Sport Executive Committee believes that equity is a broader concept than equality. It is not just about equal numbers, but is concerned more with fairness, justice, inclusion and respect for diversity.

Scottish Universities Sport is absolutely committed to promoting and achieving equity, and to ensuring that unfair discrimination is eliminated. A copy of the SUS Equity policy can be found on our website: www.susport.org.uk