

# Scottish Darts Association

## SDA CODE OF PRACTICE – SPORTS EQUITY POLICY

-

### **1.00 FOREWORD**

1.01 This policy reaffirms the SDA's commitment to ensure that everyone under its jurisdiction has the opportunity to take part in the Sport of Darts. It does not seek to limit this choice to participation, but will ensure that systems are put in place to encourage and support those individuals with the motivation and talent to progress in their chosen sport, whatever their background.

1.02 Changes in equalities legislation, and the development of a generic equity standard and associated frameworks and performance indicators mean that this policy will go beyond the rhetoric.

### **2.00 WHAT IS SPORTS EQUITY ?**

2.01 Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them.

2.02 Sports equity is about changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society whatever their age, ability, gender, race, ethnicity, sexual orientation, religious beliefs or socio-economic status.

2.03 Sports equity is about making sure that all of our people can realise their talent and fulfill their potential.

2.04 Sports equity is about using the power of sport to engage, unite and motivate people, promote social inclusion and improve health.

2.05 Sports equity is about individuals' responsibility to challenge discriminatory practice and promote inclusion.

### **3.00 SDA SPORTS EQUITY POLICY - OBJECTIVES**

#### **Corporate objectives:**

3.01 The SDA will ensure that the status, emphasis, and commitment to sports equity is improved and permeates the whole organisation.

3.02 The SDA is committed to widening the traditional approach of sports equity to focus on communities experiencing disadvantage, poverty and health inequalities.

#### **Management practice:**

3.03 The SDA will ensure that commitment and responsibility for equity is placed firmly at the most senior levels of the organisation and that it will ensure that all underlying procedures are put in place in order to ensure the effective implementation of the policy.

3.04 The SDA will work alongside UK Sport, and any other relevant authorities to develop standards, programmes and initiatives that are inclusive.

3.05 The SDA will work alongside UK Sport, and any other relevant authorities to ensure that its Directors, appointed Officials and staff achieve a more effective working relationship with customers and partners by providing training and mechanisms to support equity work.

3.06 The SDA will ensure that a robust monitoring and evaluation framework is in place that will provide managers with the information to identify gaps and areas of inconsistency.

**Employment:**

3.07 The SDA is committed to having in place a workforce that is representative of the communities it serves and within which its offices are located. Where gaps are identified, positive action programmes will support this policy.

3.08 The SDA will continue to operate transparent, open and equitable recruitment and selection policies to safeguard against unfair and unlawful discrimination.

3.09 The SDA is committed to the implementation of employment conditions and practices that ensure fair treatment for all staff.

3.10 The SDA will ensure that sports equity and equality in employment is central to the training and development of all staff.

3.11 The SDA will incorporate within its performance review system a requirement to include equity objectives and improvement targets in all individuals' performance objectives.

3.12 The SDA will ensure that its Codes of Practice for Directors, appointed Officials and staff state clearly what is expected of them in terms of equity in the workplace and in the field.

**Service and Programmes:**

3.13 The SDA will ensure that sports equity is considered at the outset in the development of all the sports programmes it supports and funds.

3.14 The SDA will work with UK Sport, and any other relevant authorities to determine an appropriate framework that enables it to demonstrate measurable outcomes. This framework will be applied to all its funding programmes and initiatives.

3.15 The SDA will ensure that all the national governing bodies of sport and sporting organisations it funds demonstrate acceptable equity standards.

**Communication:**

3.16 The SDA will work closely with its key partners to promote the importance of sports equity, and will identify and share a national pool of information on relevant developments in legislation and good practice.

3.17 The SDA will strengthen its existing regulatory structure in order to oversee and scrutinise all of its equity development work.

3.18 The SDA will continue to work with the media to promote equality of sports coverage and the promotion of positive role models and images across all priority groups.

3.19 The SDA will ensure that this sports equity policy and the organisation's commitment to it is communicated to all the Directors, appointed Officials, staff and key partners.

#### **4.00 SUPPORTING THE SPORTS EQUITY POLICY**

4.01 The SDA is committed to the production of a detailed equity strategy and implementation plan that will drive this agenda. The underlying strategy and plan will be produced and circulated following the discussions with UK Sport, and any other relevant authorities and it will incorporate all key partners and agencies.

4.02 The SDA recognizes that there is a need for clear and detailed guidance on how to work towards sports equity and as part of the underlying strategy, intends to prepare and circulate a support pack for appointed Officials and key partners. This support pack (together with the policy) will be available on the SDA's website for all those with an interest in and duty to work towards the equitable provision of sport. See [www.scottishdarts.com](http://www.scottishdarts.com)

4.03 If you or a friend need this leaflet translated into your language, or require it in an accessible format please contact **Len Mutch, Equity Officer** at: **21 Ruthrie Court, Ruthrieston Road, Aberdeen AB10 7HF**

.