



## **DIVERSITY AND INCLUSION POLICY**

This policy is part of the suite of safeguarding policies aimed at ensuring Langside Sports Club fulfils its responsibility to safeguard children and adults at risk of harm and abuse.

Diversity refers to the representation of different groups of people, including age, gender, ability or disability, race, religion, ethnic origin, creed, colour, nationality, social status or sexual orientation, or any other background.

Inclusion is pro-active behaviours, options and actions to make people from all backgrounds feel welcome, respected and that they belong at your club. Being inclusive is about following best practice so that everyone can get the most out of it.

Diversity and inclusion is everyone's responsibility: not responding to discriminatory or unacceptable language and behaviour is not an option.

Members and non-members accessing our facility, volunteers, staff and coaches, user groups, and parents & carers are all responsible for upholding the Procedure for Reporting Concerns and our Code of Conduct Policy.

### **Procedure for Reporting Concerns**

Anyone who has concerns that they or someone else is being discriminated against or has been a victim of discriminatory language or behaviour should:

#### 1) Respond

- Listen carefully to what the person is telling you.
- Do not interrupt
- Keep questions to a minimum
- Do not promise to keep the information secret

#### 2) Refer

Is someone in immediate danger?



- Yes - Call the Police 999
- No - Talk to your Club Welfare Officer in confidence
  - Email - [langsidescwelfare@gmail.com](mailto:langsidescwelfare@gmail.com)
  - LSC - Anne Greer 07757391513
  - Tennis - Caroline Doran 079577794
  - Bowls - Emma Gordon 07950018577
  - Cricket - Craig Greenwood 07723074985

No - Talk to the relevant sporting governing body

- Bowls Scotland - 07711 424 193, 01292 294 623, [CPLO@bowlsscotland.com](mailto:CPLO@bowlsscotland.com)
- Cricket Scotland - [childprotection@cricketscotland.com](mailto:childprotection@cricketscotland.com)
- LTA (Tennis) - 020 8487 7000

No - Talk to national organisation regarding a child

- NSPCC (0808 800 5000) or Parent Line Scotland (0800 028 2233)

### 3) Record

- Write an objective account of your concerns immediately
- Send it to your Club Welfare Officer or your sporting governing body Safeguarding Team within 48 hours of the concern / disclosure

Handling a concern / disclosure can be emotionally difficult. If you would like to talk to someone after making a concern / disclosure, talk to your sporting governing body Safeguarding Team as per contact details above.

### **Policy Statement**

Langside Sports Club recognises its responsibility to ensure that all its activities fully support diversity and inclusion and reflect its statutory responsibilities, government guidance, best practice, and requirements from the relevant governing bodies ie. Bowls Scotland, Cricket Scotland and Tennis Scotland.



This means that the Club will work actively to assist more people to join in its activities in a manner that it is safe, fair and inclusive, irrespective of a person's age, gender, ability or disability, race, religion, ethnic origin, creed, colour, nationality, social status or sexual orientation, or any other background.

In order to achieve this objective, the Club has adopted a safe and inclusive Code of Conduct Policy that seeks to promote the required behaviours that will meet its diversity and inclusion and safeguarding commitments.

Fully supporting diversity and inclusion means making sure that:

- All activities support diversity and inclusion
- Diversity and inclusion are embedded in the Club's culture and behaviours
- The Club has a culture where inclusive leadership can thrive
- The Club takes a proactive approach to ensure that communities and individuals are valued and able to achieve their full potential

The Club recognises that concerns may arise about matters related to diversity and inclusion and consequently this policy includes a reporting procedure that will assist in addressing such matters swiftly.

This policy and associated procedures are intended to make the Club and its activities safe, fair and inclusive. It strives to minimise risk and support our venue, programmes, and events and individuals to deliver and enjoy a positive experience. However, to fully achieve these aims everyone involved in the Club needs to play their part. Working together will ensure that everyone can enjoy participating in the Club's activities in a fair, inclusive and equitable way.



## Use of Terminology

We have adopted the following definitions to explain our approach to diversity and inclusion at our Club:

**Discrimination** – treating someone in a less favourable way and causing them harm, because of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.

**Diversity** – acknowledging, celebrating and respecting the differences between groups of people and between individuals. We will work to ensure that people 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 and recreation without the threat of intimidation, victimisation, harassment or abuse.

**Harassment** – unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual or creates an intimidating, hostile, degrading, humiliating or offensive environment. The focus is on the perception of the complainant not the intent of the perpetrator. Employees can complain of behaviour they find offensive even if it is not directed at them.

**Inclusion** – ensuring that our facility and activities are equally accessible to any member of the community so they can be fully involved in whatever capacity they choose; and that they are supported to achieve their potential in any capacity e.g. player, employee, volunteer, coach or official. We will work to ensure that people have a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, that they feel respected and valued and are not singled out, with regard to their age, disability, gender reassignment status, sex, marital or civil partnership status, pregnancy or maternity, race, sex, sexual orientation, religion, race or sexual orientation, socio-economic status or any other background.

**Positive action** – Langside Sports Club is committed to 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. We will ensure that we institute, support or contribute to appropriate measures or initiatives



that enable access to our facilities and participation in associated activities by people from any group that is under-represented or has difficulty accessing it and that they can do so with dignity or without being singled out.

## **Scope**

Langside Sports Club has direct safe and inclusive responsibility for:

- Club members and non-members accessing activity, both adult and junior;
- Staff and coaches they employ;
- Volunteers, including board and committee members;
- Parents and carers;
- User groups;
- Events and programmes they run; and
- Ensuring all accreditation requirements are met by accredited coaches.

This Policy is in line with national legislation and applicable to our Club, specifically to every person that we have direct safe and inclusive responsibility for.

## **Codes of Conduct**

**All members of staff, coaches and volunteers agree to:**

- Prioritise the well-being of all children and adults at risk at all times
- Treat all children and adults at risk fairly and with respect
- Be a positive role model - act with integrity, even when no one is looking
- Help to create a safe and inclusive environment both on and off court
- Not allow any rough or dangerous behaviour, bullying or the use of bad or inappropriate language
- Report all allegations of abuse or poor practice to the Club Welfare Officer
- Not use any sanctions that humiliate or harm a child or adult at risk
- Value and celebrate diversity and make all reasonable efforts to meet individual needs



- Keep clear boundaries between professional and personal life, including on social media
- Have the relevant consent from parents/carers, children and adults before taking or using photos and videos
- Refrain from making physical contact with children or adults unless it is necessary as part of an emergency or congratulatory (e.g. handshake / high five)
- Refrain from smoking and consuming alcohol during club activities or coaching sessions and responsibilities are clearly outlined and everyone has the required information and training
- Avoid being alone with a child or adult at risk unless there are exceptional circumstances
- Refrain from transporting children or adults at risk, unless this is required as part of a club activity (e.g. away match) and there is another adult in the vehicle
- Not abuse, neglect, harm or discriminate against anyone; or act in a way that may be interpreted as such
- Not have a relationship with anyone under 18 for whom they are coaching or responsible for
- Not to have a relationship with anyone over 18 whilst continuing to coach or be responsible for them

**All children agree to:**

- Be friendly, supportive and welcoming to other children and adults
- Play fairly and honestly
- Respect club staff, volunteers and officials and accept their decisions
- Behave, respect and listen to your coach
- Take care of your equipment and club property
- Respect the rights, dignity and worth of all participants regardless of age, gender, ability, race, culture, religion or sexual identity



- Not use bad, inappropriate or racist language, including on social media
- Not bully, intimidate or harass anyone, including on social media
- Not smoke, drink alcohol or drugs of any kind on club premises or whilst representing the club at competitions or events
- Talk to the Club Welfare Officer about any concerns or worries they have about themselves or others

**All adults agree to:**

- Use appropriate language at all times
- Be realistic and supportive
- Treat all children, adults, volunteers, coaches, and members of staff with respect, dignity and equality, demonstrating tolerance, courtesy, good manners, fairness, honesty and integrity
- Adhere to our Club's safeguarding policy, diversity and inclusion policy, rules and regulations

**All parents agree to (including adult code of conduct):**

- Positively reinforce your child and show an interest in their activity
- Never ridicule or admonish a child for making a mistake or losing a match
- Behave responsibly at the venue; do not embarrass your child
- Accept the official's decisions and do not go on court or interfere with matches
- Encourage your child to play by the rules, and teach them that they can only do their best
- Deliver and collect your child punctually from the venue
- Ensure your child has appropriate clothing for the weather conditions
- Ensure that your child understands their code of conduct
- Provide emergency contact details and any relevant information about your child including medical history



## **Approval**

This Diversity and Inclusion Policy has been approved by:

Board of Trustees Date: 29.05.24

Welfare Officer: Anne Greer Date: 29.05.24

## **Review**

This policy will be reviewed every three years, or earlier if there is a change in national legislation and/or guidance.