



## **SCOTTISH JUNIOR F.A.**

### **Scottish Junior FA : Equality Policy**

To promote, foster and develop, throughout its membership without discrimination against any organisation or person for reason of race, religion or politics, the game of Association Football and to take all such steps as may be deemed necessary or advisable for preventing infringements of the rules of the game or other improper methods or practices in the game and for protecting it from abuses.

Scottish Junior FA (SJFA) is the governing body for Junior Football under the jurisdiction of the Regions and Leagues of the SJFA.

The Equality Standard is a framework that the SJFA use to help take steps towards achieving equality, making sure all policies, procedures and decisions are fair. It is also a process that encourages our Association to attempt to eliminate the barriers that may be affecting member's ability to take part in Junior Football.

#### **Key Definitions**

- ***Protected Characteristics***  
are outlined in the Equality Act 2010 of which there are nine in total, sex, race, disability, age, gender reassignment, sexual orientation, marriage and civil partnership, pregnancy and maternity, religion or belief.
- ***Equality is fairness***  
All members/staff are respected and treated without discrimination and there is access for all. Equality is treating people equally or making sure equal numbers (members/staff) are offered and participate in the same opportunities.
- ***Equal Opportunity***  
is the prevention, elimination or regulation of discrimination between members/staff because of their sex or marital status, race, disability, age, sexual orientation, language or social origin, religious or political beliefs (Scotland Act 1998).
- ***Direct Discrimination***  
This means treating someone less favourably than you would treat others in the same circumstances.
- ***Indirect Discrimination***  
Where a member/staff imposes, or proposes to impose, a requirement, condition or practice that has, or is likely to have, the effect of disadvantaging people with a protected attribute, and that is not reasonable.

- **Harassment**  
is described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be directed towards members/staff because of their gender, appearance, race, colour, ethnic origin, nationality, age, sexual preference, a disability or some other characteristic.
- **Victimisation**  
is defined as when a member/staff is treated less favourably than others because he or she has taken action against SJFA.
- **Disability Discrimination**  
includes direct and indirect discrimination, any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability.

### **Purpose of the Policy**

The SJFA recognises that certain members/staff may have been affected by past discrimination or may still be denied the opportunity to participate equally and fully in football at Junior level.

The SJFA has adopted this policy to prevent/tackle any potential/current discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against employees and staff in football under its jurisdiction.

### **Statement of Commitment**

The SJFA is fully committed to the principles of Equality and equal opportunities and is responsible for ensuring that no staff or member receives less favourable treatment on the grounds of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, pregnancy, religious belief, class or social background, sexual preference or political belief.