

Scottish Bridge Union (SCIO Reg No SCO51361)

Equality, Diversity, and Inclusion Policy

1. General Statement

The SBU believe that equality, diversity and inclusion are integral to a successful organisation and that such a culture will benefit everyone in the organisation. The SBU is committed to providing an inclusive environment in which all members and potential members are welcomed, respected, valued, and supported. The SBU oppose forms of discrimination, harassment, and victimisation.

The Board's commitment to equality, diversity and inclusion supports its vision and values which is vital in meeting its obligations under The Equality Act 2010.

2. Policy and Scope

2.1 The SBU recognises the strength of a multi-cultural and diverse organisation and is committed to supporting equality and fairness in all areas of the organisation.

The policy applies to:

- Trustees of the SBU;
- Employees of the SBU;
- Volunteers who give of their time whether that be at national, district or club level;
- All members of the SBU;
- Non-members who play Bridge in affiliated clubs

2.2 The Board of the SBU, in carrying out its functions, aims to ensure that the organisation fulfils its statutory obligations under current Equality Legislation (The Equality Act 2010). The Board will have due regard of the need to:

- to eliminate all forms of discrimination, harassment and victimisation that are prohibited by The Equality Act 2010;
- advance equality of opportunity;
- foster good relations.
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2.3 The SBU opposes all forms of direct or indirect discrimination against an individual because they have one or more protected characteristic viz.

Disability
Gender
Gender reassignment
Pregnancy and maternity
Race
Religion or belief
Sexual Orientation
Age
Marriage or civil partnership (employment only)

2.4 To meet the requirements of The Equality Act 2010 the Board commits to:

- promote a culture of equality, diversity, and inclusion throughout the organisation;
- create an environment free of bullying, harassment, victimisation, and discrimination;
- ensure that any alleged breaches of the policy are fully investigated in accordance with the Disciplinary Code.

3. Responsibilities

3.1 Board of the SBU

It is the responsibility of the Board to ensure that the SBU fulfils its legal responsibilities under The Equality Act (2010). The Board has also a responsibility to promote a culture of Equality, Diversity, and Inclusion throughout the organisation and to ensure that this culture pervades the organisation.

3.2 Chief Executive Officer (CEO)

As the SBU's chief executive the CEO has a key role to play in ensuring that the organisation complies fully with this policy at all levels of its day-to-day operations. This extends to ensuring that this policy is embedded within existing and future procedures where applicable.

3.3 Volunteers

Volunteers whether at local, district or national level have a responsibility for advancing equality, **diversity** and inclusion, challenging discrimination in its various forms and fostering good relations throughout the organisation.

3.4 Members

It is a condition of membership of the SBU that all members agree to **this** Equality, Diversity, and Inclusion policy. It is the responsibility of every member to adhere to the policy and to report breaches of the policy.

4. Application of the Policy

Set out below are some specific applications of this policy:

a) Reasonable Adjustments

It is incumbent on Clubs, Districts and the SBU to make reasonable adjustments to allow players with a protected characteristic (e.g., disability). to fully engage in the playing of Bridge at all levels in Scotland.

b) Eligibility of transgender players in events restricted by gender.

Qualification to play in events restricted by gender will be based on the gender with which the player identifies. If necessary, the determining factor for a player wishing to play as a different gender to that of their birth or on their passport will be the possession of Gender Recognition Certificate. This applies to all events taking place in Scotland and to selection for International Teams.

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