

Groundswell Community Project Scotland CiC Equality, Antidiscrimination, Diversity and Inclusion policy

Groundswell Scotland is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.

Our specialist trauma-informed surf therapy programmes and sessions are open to all women, cis women and trans women as well as non-binary people, who are comfortable in a space that centres the experiences of women.

The aim is for our team to be truly representative of all sections of society and our participants, and for each facilitator and volunteer to feel respected and able to give their best.

Our organisation - in providing goods and/or services and/or facilities - is also committed against unlawful discrimination of customers or the public.

Our policy's purpose

This policy's purpose is to:

1. Provide equality, fairness and respect for all of our facilitators and participants, whether temporary, part-time or full-time
2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
 - age
 - disability
 - gender reassignment
 - marriage or civil partnership
 - pregnancy and maternity
 - race (including colour, nationality, and ethnic or national origin)
 - religion or belief
 - sex
 - sexual orientation

LGBTI

Lesbian, gay, bisexual, transgender or intersex (LGBTI) people may experience negative attitudes in society and prejudice, and have concerns about public revelation of their sexual orientation, gender identity or intersex status. Our facilitators have been trained to be sensitive and respectful through Mermaids awareness raising training.

3. Oppose and avoid all forms of unlawful discrimination. This includes in:

- pay and benefits
- terms and conditions of employment
- dealing with grievances and discipline
- dismissal
- redundancy
- leave for parents
- requests for flexible working
- selection for employment, promotion, training or other developmental opportunities

Our commitments

Our organisation commits to:

1. Encourage equality, diversity and inclusion in the workplace as they are good practice and make business sense

2. Anyone who engages with Groundswell Scotland agrees to help to create a positive working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

This commitment includes training lead staff and all other facilitators and volunteers about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow facilitators, volunteers, participants, suppliers, visitors, the public and any others in the course of the organisation's work activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

4. Make opportunities for training, development and progress available to all facilitators and volunteers, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

5. Make decisions concerning facilitators and volunteers being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

6. Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

7. Monitor the make-up of the team regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

8. Confidentiality - What you tell us remains confidential within our support team. We will not tell anyone that you have contacted us, unless you want us to. However, there are some circumstances when we are required by law to share information (please see our safeguarding page for further information)

Agreement to follow this policy

The equality, diversity and inclusion policy is fully supported by senior management and has been agreed with employee representatives SLSGB and Scottish Surfing Federation.

Our disciplinary, grievance and antidiscrimination procedures

Details of the organisation's grievance and disciplinary policies and procedures can be found here. This includes with whom a facilitator, volunteer or participant should raise a grievance – usually the lead facilitator or counsellor.

How to deal with incidents of discrimination

Cases of discrimination as detailed above will be dealt with in the following way-

Groups will be set up to understand our antidiscrimination procedures

1. If observed by a facilitator, that facilitator will let their co-worker know and take time out with the participant perpetrator to discuss the incident.
2. The participant perpetrator understands and is prepared to apologise then they may return to future Groundswell sessions

3. If this does not happen then the participant perpetrator will be banned from sessions for 1 year then can apply for a review when they must demonstrate that they understand and will stick to antidiscrimination policy and Equality legislation.
4. There will be a named person for participants to report cases of discrimination from other participants or facilitators. The named person will be the qualified counsellor in Groundswell Scotland at that time.
5. The named person will lead an investigation alongside an employee representative into the incident and can give a verbal warning/ written warning or dismissal depending on the severity of the incident.
6. The counsellor can refer to a Lead Groundswell Community Project facilitator in the US for support if the lead facilitator is involved in the incident.
7. Additional training and mediation will be offered to facilitators and participants involved in the incident