



EQUALITY POLICY

Purpose

West Lothian Clarion is committed to the promotion of equality, inclusion, diversity and fair treatment in all its functions.

The purpose of this policy is to ensure that no sections of the community are denied the opportunity to participate and make progress in the sport or recreational activity.

Overview of Policy

West Lothian Clarion does not tolerate discrimination, harassment or victimisation on the grounds of sex, race, disability, age, religious or political belief (including lack of belief), sexual orientation, marriage or civil partnership status, pregnancy or maternity, gender reassignment or social background.

We will therefore:

- Provide a welcoming environment for participants and visitors from all sections of the community, regardless of background or ability
- Support a culture which prevents individuals, including members, officials, coaches, volunteers, staff, participants or supporters being discriminated against on the grounds listed above
- Tackle any incidents of discrimination, harassment or victimisation that are brought to West Lothian Clarion's attention
- Comply with our legal¹ and moral obligations to eliminate discrimination, harassment and victimisation, and to improve equality in cycling
- Recognise and encourage diversity, inclusion and respect in our volunteers, or to those who have roles within our club
- Regularly review our Committee membership to ensure that it pays due regard to equality

¹ As set out in the Equality Act 2010

- Take steps wherever possible to increase the proportion of participants (including athletes, members, officials, coaches and volunteers) from under-represented groups, including through the use of positive action where appropriate
- Appoint a Welfare Officer on the Club Committee who is responsible for overseeing, implementing and monitoring this equality policy, ensuring members are aware of this point of contact in case of any concerns that the policy has been breached
- We will always provide male and female race categories, and offer equal value of prizes where they are offered.
- Review the policy in line with any legislation change or after every 3 years

Equality Policy

West Lothian Clarion has adopted the principles of the Scottish Cycling Equality Policy which can be found here:

<https://www.britishcycling.org.uk/scotland/article/20180405-sc-about-Equality-0>

Transgender / Transsexual members or competitors

The terms 'transgender person' or 'trans person' are umbrella terms to cover a number of specific terms such as transsexual men, transsexual women, intersex people, androgyne and polygender people, cross-dressing and transvestite people.

West Lothian Clarion supports all aspects of equality, and aims to provide an inclusive culture for all of our training, club runs and other activities. We welcome transgender persons to participate in all club activities without any discrimination.

The Sports Council Equality Group's guidance for national governing bodies on transsexual people and competitive sport states that competition or competitive sport refers to activity where the result (winning or losing) has a meaningful outcome.

Where West Lothian Clarion is running a competitive event, we aim to continue to promote equality, but recognize that guidance is useful with respect to transgender participants. Should the competitive event be run in conjunction with a governing body (such as Scottish Cycling), then the policies of the governing body will be adopted, should they exist.

In the absence of such policy for an event, West Lothian Clarion will adopt the approach from the National Governing Body for Cycling Time Trials, which sets out the requirements relating to the eligibility of transsexual people to compete:

<https://www.cyclingtimetrials.org.uk/articles/view/302>