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Equality Action Plan 2021 - 2025

1. Commitment to Equality

horsescotland is committed to promoting and achieving equality, and to ensuring that unfair discrimination is eliminated. It believes that unfair discrimination is totally unacceptable. Discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation will not be tolerated within **horsescotland**.

horsescotland will ensure that equality is given due regard from the outset in board meetings and discussions, and then in the development of all its policies, programmes and activities. It will ensure that the principles of equality and inclusion are understood by all its staff and board members. It is committed to eliminating discrimination and will address any form of unfair discrimination that occurs within the organisation. A complaints procedure that involves discrimination is detailed in our Equality Policy 2017 document. It will also ensure that the induction process for new members of Staff and/or the Board will include Equality Diversity and Inclusion training and policy awareness.

It will continue to comply with its statutory and legislative obligations to eliminate discrimination and increase equality in equestrian activities with good governance and through its member bodies will ensure that it remains aware of new developments in equality legislation.

To this end, our vision as documented in our 2021 – 2025 Strategic Plan states

“We aspire to empower Scotland to be a leading, inclusive nation for horse sports and activities”

2. Progress on Key Outcome from 2017 – 2021 Action Plan

The key outcomes from the 2017 – 2021 Equality Action Plan were

Membership and Participation – ensuring that equestrian sport is inclusive and welcoming to all and that all participants are treated fairly regardless of age, race, disability, sex, gender identity, sexual orientation, caring responsibility, religion or belief. Pregnancy and maternity or marriage or civil partnership.

Progress - Through the [horsescotland's](#) Equality, Inclusion and Wellbeing group, there has been expanding engagement with many of [horsescotland's](#) member bodies as well as representatives from the wider Scottish Equestrian Community. This engagement has helped to increase awareness of equality and inclusion challenges and how these have been addressed. Closer engagement with British Equestrian was established in 2020 to ensure that there is greater collaboration. There is greater awareness of Equality, Diversity and Inclusion with [horsescotland](#) due to it having a place on each board meeting as well as each member of staff and the board attending training.

Human Resources – ensure all HR policies are equitable and pay full regard to the principles of inclusion as well as complying with the law.

Progress – [horsescotland](#) have had all their policies and procedures checked and verified by [horsescotland's](#) HR Director, French Duncan ([sportscotland's](#) expert legal resource), KPMG as part of [horsescotland's](#) audit. [horsescotland's](#) Equality, Wellbeing and Safeguarding Director also assesses key policies through the implementation of Equality Impact Assessments.

Equality Training – develop an equality training programme which meets the needs of staff, Board Members, Key Volunteers, Coaches, Officials and Member Bodies.

Progress - [horsescotland](#) has also developed Equality and Inclusion training that is used within the coach education programme which draws attendance from multiple member bodies.

3. Development of 2021 – 2025 Action Plan

The main emphasis in the development of this action plan was to ensure that we can support [horsescotland's](#) stated vision for an inclusive nation through the delivery of the Equality, Inclusion and Wellbeing strategic pillar in partnership with our Member Bodies. To ensure that we are able to create clear and measurable actions we carried out a National Participation Survey in July 2021 to identify under-represented groups, not only in [horsescotland's](#) membership but also in its staff and Board. Comparisons were made between the makeup of [horsescotland](#) as an organisation, as well as between the participants and the 2019 Scottish Household Survey Census data. These comparisons were used to identify our strategic initiatives and actions as well as to develop further action points as outline in this plan.

[horsescotland](#) also recognises that increasing awareness of Equality, Diversity and Inclusion including best practices is an ongoing process and so this plan builds upon the 2017 – 2021 Action Plan.

4. Summary of Evidence

This action plan is an extension of work carried out in preparation for the achievement of Intermediate Level of the Equality Standard; it is “evidence based” and has been compiled as a result of equality profiling carried out through the 2021 National Participation Survey and the 2021 Staff Equality Survey. Both of these surveys were anonymous and the results and subsequent reports are available from the [horsescotland](#) Office or the [horsescotland](#) Equality, Wellbeing and Safeguarding Director.

5. Monitoring and Reporting Delivery of the Action Plan

Equality forms a key part of the [horsescotland](#) 2021 – 2025 Strategy and as a result, this Action Plan continues to be a key element of the annual Operational Plan. As such it will be part of the quarterly review cycle that monitors delivery of our strategic aims and objectives.

The Operational Plan is vital to the existence and success of [horsescotland](#) and is also closely monitored by [sportscotland](#).

5. Accountability

Strategically, accountability for the delivery of this action plan is placed firmly with the most senior levels in the organisation. The Chair of [horsescotland](#) along with the Equality, Wellbeing and Safeguarding Director will be publicly accountable for equality and will be assisted by the Board of Directors and the key volunteers and member body representatives from the [horsescotland](#) Equality, Inclusion and Wellbeing Group.

Operationally, responsibility for the delivery of the actions listed will rest with the individuals or groups shown on the plan. However, to achieve its overall aims, every member of the organisation, and its key partners and stakeholders, must be aware of its goals and assist in their delivery.

6. Review of Action Plan

This should be viewed as a “**live**” document which can be reviewed or amended at any time rather than the subject of an annual review. It will be amended as and when issues of concern become apparent so that important actions can be given immediate attention. It will, however, also be reviewed annually in line with the Operational Plan. The Equality, Wellbeing and Safeguarding Director and the Education and Development Manager and the Equality, Inclusion and Wellbeing Group are to agree to any changes made to the Equality Action plan will seek board approval.

7. Resourcing Implementation of the Action Plan

In accepting this Action Plan the [horsescotland](#) Board of Directors will use all the resources at its disposal, both physical and financial, to achieve the stated outcomes.

8. Action Plan Detail

At a strategic level, [horsescotland's](#) aim is:

“To lead the way in equality, inclusion and wellbeing for the Scottish equestrian sector”

To achieve this [horsescotland](#) has identified Key Initiatives, Actions and Success Factors in its strategic plan that are used, along with the finding from the Equality Monitoring Report to create the 2021 – 2025 Action Plan the delivery of which is ultimately the responsibility of the Equality, Wellbeing and Safeguarding Director.

It should also be noted that [horsescotland](#) views this document as a living document and it is the responsibility of the [horsescotland](#) Equality, Wellbeing and Safeguarding Director and Board to ensure that it is monitored and adjusted as necessary. Also, while many of the Actions will have a Delivered By date, they will not necessarily be completed and taken off the Action Plan as they are also an ongoing action.

Initiative 1 - Continue to embed Equality, Inclusion and wellbeing for all through our partnerships

Action	Delivered By	Resources	Status
1. Identify which Member Body has an Equality contact.	December 2021	Equality, Wellbeing and Safeguarding Director Time Staff Time	
2. Identify additional partners and their contacts that should be included in the Equality, Inclusion and Wellbeing group.	December 2021	Equality, Wellbeing and Safeguarding Director Time Staff Time Equality, Inclusion and Wellbeing Group Time	

3. Engage with identified Equality contacts and invite them to participate in the Equality, Inclusion and Wellbeing Group.	January 2022	Equality, Wellbeing and Safeguarding Director Time Staff Time	
4. Engage with member bodies who have no Equality contact to understand why and what help horsescotland can provide.	January 2022 Ongoing	Equality, Wellbeing and Safeguarding Director Time Staff Time Equality, Diversity and Wellbeing Group Time	
5. Work through the Equality, Inclusion and Wellbeing group to identify an annual calendar of events with our partners.	January 2022 Annually	Equality, Wellbeing and Safeguarding Director Time Staff Time Equality, Diversity and Wellbeing Group Time	
6. Work through the Equality, Inclusion and Wellbeing group to provide support to our partners	Ongoing	Equality, Wellbeing and Safeguarding Director Time Staff Time Equality, Diversity and Wellbeing Group Time	
7. Work with all partners to ensure that there is an understanding of the importance of Equality both in their organisation and their members.	Ongoing	Equality, Wellbeing and Safeguarding Director Time Staff Time Equality, Diversity and Wellbeing Group Time	
8. Work with British Equestrian to support their Equality, Diversity and Inclusion initiatives with the national equestrian member body organisations.	Ongoing	Equality, Wellbeing and Safeguarding Director Time Equality, Diversity and Wellbeing Group Time	

9. Ensure that our partners understand our Equality Policy and the included approach to dealing with discrimination.	January 2022	Equality, Wellbeing and Safeguarding Director Time	
10. Ensure that our partners understand how we can help them deal with discrimination.	January 2022	Equality, Wellbeing and Safeguarding Director Time	

Initiative 2 - Increase the voice of equestrians for better equality and rights

Action	Delivered By	Resources	Status
1. Identify where inequality and ignorance of rights exist through our 2021 Participation Survey and subsequent surveys.	December 2021 Ongoing	Equality, Wellbeing and Safeguarding Director Time Equality, Diversity and Wellbeing Group Time	
2. Create a plan to understand and address the largest area of inequality, lack of male participants (identified in the 2021 Participation Survey), without discriminating against female participants.	January 2022	Equality, Wellbeing and Safeguarding Director Time Staff Time Equality, Diversity and Wellbeing Group Time	
3. Execute the plan created in point 2 above.	December 2022	Equality, Wellbeing and Safeguarding Director Time Staff Time Equality, Diversity and Wellbeing Group Time	
4. Create the Scottish Equestrian Equality, Inclusion and Wellbeing network	December 2022	Equality, Wellbeing and Safeguarding Director Time Staff Time	

5. Identify partners outside of the Scottish Equestrian community who can help	February 2022 Ongoing	Equality, Wellbeing and Safeguarding Director Time Board Time Staff Time Equality, Diversity and Wellbeing Group Time	
6. Engage with partners to help get the need for better equality and rights heard at a national, regional, and local level.	Ongoing	Equality, Wellbeing and Safeguarding Director Time Partnership Director Time Staff Time Equality, Diversity and Wellbeing Group Time	
7. Investigate the potential for having a "Youth Council"	January 2022	Equality, Wellbeing and Safeguarding Director Time Staff Time "Youth Council" Volunteer Time	

Initiative 3 - Incorporate equines into the daily life for all

Action	Delivered By	Resources	Status
1. Identify key contacts within educational authorities	March 2022	Equality, Wellbeing and Safeguarding Director Time Staff Time	
2. Engage with educational authorities to try to get equestrianism onto the curriculum	September 2023	Equality, Wellbeing and Safeguarding Director Time Equality, Diversity and Wellbeing Group Time Staff Time	

3. Regular engagement with educational authorities	Ongoing	Equality, Wellbeing and Safeguarding Director Time Equality, Diversity and Wellbeing Group Time Staff Time	
4. Increase knowledge and awareness of and access to equine based therapies and its benefits	December 2022 Ongoing	Equality, Wellbeing and Safeguarding Director Time Equality, Diversity and Wellbeing Group Time Staff Time	
5. Identify opportunities, outside of education, to incorporate equines into daily life.	March 2022 Ongoing	Equality, Wellbeing and Safeguarding Director Time Equality, Diversity and Wellbeing Group Time Staff Time	

Initiative 4 - Ensure our workforce and members understand and support equality, inclusion and wellbeing

Action	Delivered By	Resources	Status
1. Identify opportunities to reinforce the importance of Equality, Inclusion and Wellbeing in a calendar.	Annually and at every Equality, Inclusion and Wellbeing meeting	Equality, Wellbeing and Safeguarding Director Time Staff Time Equality, Diversity and Wellbeing Group Time	
2. Create educational initiatives to support equality, inclusion and wellbeing within the Scottish Equestrian sector.	July 2022 Ongoing	Equality, Wellbeing and Safeguarding Director Time Staff Time Equality, Diversity and Wellbeing Group Time	

3. Provide ongoing support and guidance on the importance of Equality, Inclusion and Wellbeing using all our available communication channels.	Ongoing	Equality, Wellbeing and Safeguarding Director Time Staff Time Equality, Diversity and Wellbeing Group Time	
4. Gather and share case studies that reflect the importance of Equality, Inclusion and Wellbeing.	December 2021 Quarterly	Equality, Wellbeing and Safeguarding Director Time Staff Time Equality, Diversity and Wellbeing Group Time	
5. Increase diversity in the horsescotland workforce by actively engaging with under-represented communities	September 2022 Ongoing	Equality, Wellbeing and Safeguarding Director Time Staff Time Equality, Diversity and Wellbeing Group Time	
6. Create up-to-date horsescotland Equality, Inclusion and Wellbeing awareness materials and upload onto the Brightspace platform	December 2021 Ongoing	Equality, Wellbeing and Safeguarding Director Time Staff Time Equality, Diversity and Wellbeing Group Time	
7. Hold regular awareness raising sessions focussed on how to increase participation from under-represented characteristics.	February 2022 Ongoing	Equality, Wellbeing and Safeguarding Director Time Staff Time Equality, Diversity and Wellbeing Group Time	
8. Hold regular Equality, Diversity and Inclusions training and awareness sessions for horsescotland Staff and Board on	Quarterly As needed	Equality, Wellbeing and Safeguarding Director Time Staff Time Board Time	

broader equality/protected characteristic topics.			
9. Equality, Wellbeing and Safeguarding to continue to have a slot on all horsescotland Board meetings.	Ongoing	Equality, Wellbeing and Safeguarding Director Time Staff Time Board Time	
10. Create an annual Equality, Inclusion and Diversity communication plan identifying topics, key dates and communication channels	December 2021	Equality, Wellbeing and Safeguarding Director Time Staff Time Equality, Diversity and Wellbeing Group Time	

Initiative 5 - Carry out research into equality, inclusion and wellbeing within the Scottish equestrian sector

Action	Delivered By	Resources	Status
1. Regular reporting on the awareness and impact of Equality, Inclusion and Wellbeing.	March 2022 Quarterly	Equality, Wellbeing and Safeguarding Director Time Staff Time	
2. Engage with British Equestrian and member bodies to get equality data incorporated into membership data.	December 2022	Equality, Wellbeing and Safeguarding Director Time	
3. Publish the results of all research via the horsescotland App.	March 2022 Quarterly	Equality, Wellbeing and Safeguarding Director Time Staff Time	
4. Carry out an Annual Participation Survey to collect Equality data	July 2022 Annually	Equality, Wellbeing and Safeguarding Director Time Staff Time	

Initiative 6 - Achieve the Advanced Level of Equality Standard for Sport

Action	Delivered By	Resources	Status
1. Complete the application process for the Advanced Level	June 2024	Equality, Wellbeing and Safeguarding Director Time Staff Time Equality, Including and Wellbeing Group Time Board Time	
2. Achieve Advanced Level	October 2024	Equality, Wellbeing and Safeguarding Director Time	

Initiative 7 - Ensure that [horsescotland](#) does not discriminate during staff and board recruitment

Action	Delivered By	Resources	Status
1. Perform Equality Impact Assessment on Recruitment Policy	October 2021	Equality, Wellbeing and Safeguarding Director Time HR Director Time	
2. Review role advertising process to ensure that there is no discrimination	December 2021 Annually	Equality, Wellbeing and Safeguarding Director Time HR Director Time	
3. Review interview and selection process to ensure that there is no discrimination	December 2021 Annually	Equality, Wellbeing and Safeguarding Director Time HR Director Time	
4. Review vacancy advertisements and their placing to ensure that we are able to	November 2021 After every vacancy advertisement.	Equality, Wellbeing and Safeguarding Director Time HR Director Time	

attract a diverse range of candidates.			
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