



horsescotland
enable develop excel
**the national organisation for all
equestrian sports and activity in Scotland**

The Equality Standard: A Framework for Sport

Intermediate Level

Equality Monitoring Report 2021

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Background

[horsescotland](#) is committed to helping support our member bodies to make equestrianism accessible to all. Our aim is to lead the way in equality, inclusion and wellbeing for the Scottish equestrian sector and our Key Initiatives include:

- Continue to embed Equality, Inclusion and wellbeing for all through our partnerships
- Increase the voice of equestrians for better equality and rights
- Incorporate equines into the daily life for all
- Ensure our workforce and members understand and supports equality, inclusion and wellbeing
- Increase awareness of and access to equine based therapies and its benefits
- Increase knowledge of how to access equine based therapies
- Carry out research into equality, inclusion and wellbeing within the Scottish equestrian sector
- Create educational initiatives to support equality, inclusion and wellbeing within the Scottish Equestrian sector

This will be accomplished by upholding the principles of equality in all aspects of our work. We will audit and monitor our business activities regularly, and take appropriate steps if it appears that our commitment to equality is not being delivered effectively.

As part of this commitment we have a rolling plan to collect data on the profile of our board, staff (paid and unpaid) and help our member bodies to collect the data for their members. Without this data it will not be possible to identify any current areas of under-representation or potential inequalities, and as such, it will make it much more difficult for us to tackle these issues.

The monitoring information will also greatly aid our efforts to ensure that all board, staff (paid and unpaid), coaches, officials and members/participants are treated fairly regardless of age, race, disability, sex, gender identity, sexual orientation, caring responsibility, religion or belief.

This work is being carried out as part of our responsibilities under the Equality Act 2010 and as part of the accreditation process for the Intermediate Level of the Equality Standard for Sport.

Methodology

We looked at two audiences for this report, our organisation and our member bodies.

Our Organisation

At the time of the survey, July 2021, our organisation, [horsescotland](#), has two full time employees and 9 volunteer board members. This may change during the next 3 years and the any changes will adhere our policies which are assessed in the Equality Impact Assessment to ensure that they do not discriminate wither directly or indirectly.

The survey was created using Google forms and Access to the surveys was provided via a single link. As a result, there was no ability to track who clicked on the link and who then went on to complete the survey. Within the survey itself, there were no questions that could be used to identify the individual who completed the survey. The links to complete the survey were made available via a single email to all staff and board members.

Participants

[horsescotland](#) is an umbrella organisation which represents our members, member bodies, at a national level and as such we have no individual members. Each of our member bodies has a constituted Scottish entity and it is through these entities that we can access the individual equestrian participants in Scotland. Many of these member bodies do not currently record the equality data that we require and so we created a survey that was intended to be member body independent. As a result the collection of data was dependent on our distribution as well as the support of our member bodies.

We gathered the participant data using Google Forms based surveys that were collected during July 2021. Access to the surveys was provided via a single link. As a result, there was no ability to track who clicked on the link and who then went on to complete the survey. Within the survey itself, there were no questions that could be used to identify the individual who completed the survey. The links to complete the survey were made available via Facebook as well as being emailed out to our member bodies.

The data gathered during the survey was then collated by the [horsescotland](#) Equality Director and used to create this survey.

The audit of participants in equestrianism took place during July 2021.

We work with good practice principles in equality data collection which will help us to:

- Standardise the data collected so it can be compared now and in the future.
- Compare our profile against local demographic data collected by organisations such as a local authority or from the 2019 Scottish Household Survey.
- Identify a current snapshot of our organisation and then compare it to future profiles.
- Consider how representative our organisation is of your local communities.
- Plan positive action to encourage more involvement by different communities in the organisation.
- Apply for public funding.

Headline findings – [horsescotland](#) Board and Staff Survey

Sex

The make-up of our board and staff at the time of the survey was 36.4% female compared to 95.5% from the Participant Survey and 52% from the Scottish Household Survey 2019

Age

We have a good range of ages when compared to the Participation survey with the exception of the 18 – 24 and 25 – 34 age categories.

Disability

There is no-one represented who has a disability, although the RDA are represented on the Equalities Group who were outside the scope of this exercise, compared to the Scottish Household Survey which reports that 30% of respondents had some type of Physical or Mental Health Conditions.

Sexual Orientation

From the Scottish Household Survey, 97% are heterosexual and the horsescotland organisation has a percentage of 90.9%. There are 0% Gay/Lesbian in the organisation compared to 2% from the Scottish Household Survey but 9.1% of the organisation are Bisexual compared to 1%.

Religion or Belief

The Scottish Household Survey has three categories, None 56%, Christian 41% and Another 3%. This compares to organisation data of None 26.3%, Christian 64.6% and Another 9.1%.

Gender Reassignment

The Scottish Government does not have any reliable national data to compare with. There are estimates that have been made and this will be a data collection point from the Scottish Census.

Race

There is a discrepancy across Ethnicity with the organisation results showing the “White” category at 100% and the Scottish Household survey “White” categories total 96% and the Participation Survey at 96.96%.

Marriage and Civil Partnerships

The Scottish Household survey has the breakdown of Married 48%, Single 36%, Divorced 9% and Widowed 7%. The organisation has a similar breakdown with the exception of Widowed where there were no positive respondents. There is also a correlation with the Participation survey with the exception of Divorced where there were 1.96% of respondents.

Pregnancy and Maternity

This is very much a time constrained statistic and at this time, none of the organisation's respondents were pregnant or on maternity leave.

Headline findings – Participant Survey

Sex

There appears to be a significantly different percentage of female respondents to the participation survey, 95.5%, as compared to the Scottish Household Survey at 52%

Sexual Orientation

From an LGBTI perspective there appears to be a better than average representation with only 89% from the Participant survey declaring to be heterosexual compared to the Scottish Household Survey with 97%.

Disability

From a disability perspective, the second highest declared disability, after Long Term Illness was Mental Health with just over 2% of respondents declaring this.

Gender Reassignment

The Scottish Government does not have any reliable national data to compare with. There are estimates that have been made and this will be a data collection point from the Scottish Census.

Race

There is a close correlation across Ethnicity with the Participation results showing the "White" category at 96.96% and the Scottish Household survey "White" categories total 96%. There is a difference on the "Asian" category where the Participation survey shows a total of 0.08% compared to 3%.

Age

There is a close correlation between the Participant survey and the Scottish Household survey except for the 75+ category where the Scottish Household survey reported 10% and the Participation survey was 0.68%

Marriage and Civil Partnerships

There is a close correlation between the Scottish Household survey and the Participant survey with the exception of the Widowed category where the Scottish Household Survey has 7% and the Participation survey has 1.69%.

Pregnancy and Maternity

This is very much a time constrained statistic and at this time, none of the organisation's respondents were pregnant or on maternity leave.

Religion or Belief

There were more reported Other religions in the Participant survey than in the Scottish Household Survey with 20.28% compared with 3%

Comparison with Preliminary Level data

The level of detail collected in this survey is different to that collected in the previous survey and so direct comparison has not been possible.

Conclusions and recommendations including areas for improvement

While this is not directly reflected in the responses it should be noted that there was an observed lack of understanding as to the importance of collecting equality data and its value to the sector. This indicates that while our member bodies may well support and positively encourage equality, there needs to be more work carried out in the community.

There needs to be a concerted effort to ensure that there is no discrimination across all equality areas when recruiting and selecting board members. [horsescotland](#) should not only ensure that they

represent their member bodies as well as their members, but they should also work to reflect the wider Scottish population as this will help to encourage greater participation.

In general, the results from the Participation Survey are a fair reflection of the breakdown that is available from the Scottish Household Survey 2019, with the exception of the Female / Male split which is addressed below.

There needs to be a further data gathering exercise to validate the male / female percentages as some anecdotal evidence supports this, for SERC may have 50 entries for a ride of which only 1 is male but in the 2021 Blair Athol Horse Trials there were 73 female and 22 male entries in the 2* Eventing competition.

[horsescotland](#) needs to look at the make-up of the board and staff in relation to the percentage of females when compared to the population statistics as well as sexual orientation and disability.

There is an underrepresentation for other religions within the Participation survey, 1.76%, when compared to the Scottish Household Survey which sits at 3%. We need to understand what, if any, barriers exist to participation and ensure that there are equal opportunities for all to participate.

To better mirror the age profiles, it may be beneficial to introduce a youth council to encourage those who do not have the experience to participate at board level to still have a voice within the organisation.

[horsescotland](#) should ensure that its member bodies are not discriminating against people with disabilities, either knowingly or unknowingly. This could take the form of either supported training, education or engagement through the Equality Group and direct engagement with disabled participants and disability charities or organisations.

The data indicates that participation from the Asian community is an area that needs further investigation to understand why such a small percentage are taking part.

The Scottish Government delayed their national census until 2022 and so further comparison will need to be carried out once this data is available. We are also aware that British Equestrian is aiming to implement a data sharing protocol with all the national equestrian organisations and we are intending to partner with them to ensure that Scottish specific data can be extracted.

Comparison Data

Scottish Household Survey 2019

Heterosexual 97%
Gay/Lesbian 2%
Bisexual 1%

Male 48%
Female 52%

White Scottish/British 89%
White Other 7%
Asian, Asian Scottish or Asian British 3%
African 1%

16-34 29%
35-44 15%
45-59 26%
60-74 21%
75+ 10%

Religion
None 56%
Christian 41%
Another 3%

Married 48%
Single 36%
Divorced 9%
Widowed 7%

SIMD Households
1 21%
2 21%
3 20%
4 20%
5 19%

Physical or Mental Health Conditions
Yes 30%
No 70%

Equality Monitoring Profile 18 & Over Participant Survey
Surveys Completed

1184

Sex	Number	%
Preferred not to say	0	0
Male	53	4.48
Female	1131	95.52
I identify in another way/ prefer to self-describe	0	0
Total	1184	100%

Age	Number	%
18 – 24	127	10.73
25 – 34	187	15.79
35 – 44	222	18.75
45 – 54	308	26.01
55 – 64	235	19.85
65 – 74	97	8.19
75+	8	0.68
Prefer not to say	0	0
Total	1184	100

Disability	Number	%
Prefer not to say	15	1.26
No	997	84.21
Yes	172	14.53
Total	1148	100
Hearing impairment	20	
Visual impairment	7	
Physical impairment - ambulant	35	
Physical impairment - wheelchair user	3	
Learning impairment/disability	13	
Learning difficulty	27	

Social/communication impairment	9	
Long term illness	59	
Mental health condition	54	
Other	17	

Ethnic Group	Number	%
Preferred not to say	9	0.76
Welsh/English/Scottish/Northern Irish/British	1148	96.96
White and Asian	1	0.08
Black, African, Caribbean, Black British	4	0.32
Other ethnic group	20	1.88
Total	1184	100

Gender reassignment	Number	%
Preferred not to say	29	2.45
Yes	0	0
No	1155	97.55
Total	1184	100

Pregnancy/Maternity	Number	%
Yes	21	1.77
No	1155	97.55
Prefer not to say	8	0.68
Total	1184	100

Religion	Number	%
Preferred not to say	69	5.84
No religion	482	40.71
Christian (all denominations)	462	39.02
Buddhist	3	0.25
Hindu	0	0
Jewish	0	0
Muslim	0	0
Sikh	0	0
Atheist	150	12.67
Other	18	1.51
Total	1184	100

Sexual orientation	Number	%
Preferred not to say	69	5.83
Gay man	13	1.10
Gay woman/lesbian	6	0.51
Heterosexual/straight	1061	89.61
Bi-sexual	30	2.53
I identify in another way / prefer to self-describe	5	0.42
Total	1184	100

Marriage/ Civil Partnership	Number	%
Preferred not to say	41	3.46
Married or Civil partnership	635	53.63
Single	400	33.78
Divorced	88	7.43
Widowed	20	1.69
Total	1184	100

Equality Monitoring Profile Under 18 Participation Survey
Surveys Completed

129

Sex	Number	%
Prefer not to say	1	0.78
Male	11	8.52
Female	117	90.70
I identify in another way/ prefer to self-describe	0	0
Total	129	100

Age	Number	%
Under 5	2	1.55
5 – 7	6	4.65
8 – 10	6	4.65
11 – 13	21	16.28
14 – 15	41	31.78
16 - 17	53	41.09
Prefer not to say	0	0
Total	129	100

Disability	Number	%
Prefer not to say	4	3.10
No	119	92.25
Yes	6	4.65
Total	129	100

Ethnic Group	Number	%
White	128	99.22
Asian/Asian British	0	0
Black/African/Caribbean/Black British	0	0
Mixed/multiple ethnic groups	0	0
Prefer not to say	0	0
White other	1	0.78
Total	129	100

Religion	Number	%
Prefer not to say	3	2.33
No religion	70	54.26
Christian (all denominations)	42	32.56
Buddhist	1	0.78
Hindu	0	0
Jewish	0	0
Muslim	0	0
Sikh	0	0
Atheist	13	10.08
Other	0	0
Total	129	100

Equality Monitoring Profile horsescotland organisation

Surveys Completed

11

Sex	Number	%
Preferred not to say	0	0
Male	7	63.6
Female	4	36.4
I identify in another way/ prefer to self-describe	0	0
Total	11	100%

Age	Number	%
18 – 24	0	0
25 – 34	0	0
35 – 44	3	27.3
45 – 54	3	27.3
55 – 64	2	18.2
65 – 74	3	27.3
75+	0	0
Prefer not to say	0	0
Total	11	100

Disability	Number	%
Preferred not to say	0	0
No	11	0
Yes	0	0
Total	11	100
Hearing impairment		
Visual impairment		
Physical impairment - ambulant		
Physical impairment - wheelchair user		
Learning impairment/disability		
Learning difficulty		

Social/communication impairment		
Long term illness		
Mental health condition		
Other		

Ethnic Group	Number	%
Preferred not to say	0	0
Welsh/English/Scottish/Northern Irish/British	11	100
White and Asian	0	0
Black, African, Caribbean, Black British	0	0
Other ethnic group	0	0
Total	11	100

Gender reassignment	Number	%
Preferred not to say	0	0
Yes	0	0
No	11	100
Total	11	100

Pregnancy/Maternity		
Yes	0	0
No	11	100
Prefer not to say	0	0
Total	11	100

Religion	Number	%
Preferred not to say	0	0
No religion	3	27.3
Christian (all denominations)	7	63.6
Buddhist	0	0
Hindu	0	0
Jewish	0	0
Muslim	0	0
Sikh	0	0
Atheist	1	9.1
Other	0	0
Total	11	100

Sexual orientation	Number	%
Preferred not to say	0	0
Gay man	0	0
Gay woman/lesbian	0	0
Heterosexual/straight	10	90.9
Bi-sexual	1	9.1
I identify in another way / prefer to self-describe	0	0
Total	11	100

Marriage/ Civil Partnership	Number	%
Preferred not to say	0	0
Married or Civil partnership	7	63.6
Single	3	27.3
Divorced	1	9.1
Widowed	0	0
Total	11	100