

Auld Reekie Roller Derby Equality Policy

This policy applies to all members of Auld Reekie Roller Derby (ARRD).

'Members' include competitive and non-competitive skaters, skating and non-skating officials, and non-skating members, who pay monthly membership fees to ARRD.

All those who identify as women (including cisgender, transgender and intersex women) or gender-expansive may train and compete as skaters of ARRD if women's flat track roller derby is the version and composition of roller derby with which they most closely identify. All genders may train as skating and non-skating officials, and join as non-skating members in other capacities.

Statement

Auld Reekie Roller Derby (ARRD) promotes equality and inclusion in roller derby. ARRD is fully committed to equality in all its activities, including within its membership, its public games, its events, its public persona, and in all its other dealings.

Principles

ARRD will strive to ensure that everyone who wishes to be involved in the league, whether as skaters, skating and non-skating officials, or volunteers:

- has a genuine and equal opportunity to participate in their membership category to the full extent of their own ambitions and abilities, and
- can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to enjoy roller derby without the threat of intimidation, victimisation, harassment or abuse.

Our Commitment to Equality and Positive Action

We endeavour to comply with equalities legislation (see appendix). ARRD believes in positive action: taking positive steps to counteract the effects of physical or cultural barriers that restrict the opportunity for all sections of the community to participate equally and fully in ARRD activities.

ARRD seeks to institute, support or contribute to appropriate measures or initiatives that enable access to ARRD and participation in associated activities by people from any group that is underrepresented in the sport or has difficulty accessing it.

Our Commitment Within ARRD

- Creating an environment in which individual differences and the contributions of all our members are recognised and valued.
- Creating an environment that promotes dignity and respect for all. No form of intimidation, bullying, or harassment will be tolerated.
- Promoting equality for all members.
- Ensuring that every possible effort is made to accommodate the accessibility needs of every member.
- Treating breaches of the Equality Policy seriously and taking any necessary action when they are suspected or reported, in line with the ARRD Code of Conduct.
- Regularly reviewing all practices and procedures to ensure that no members are treated less favourably than others.

Our Commitment Outwith ARRD

- Creating an environment in which every person attending an ARRD event or interacting with ARRD feels safe, welcome, and free from discrimination or harassment, including but not limited to:
 - Not tolerating any verbal, physical, or sexual harassment.
 - Encouraging respectful behaviour and use of language, including use of correct personal pronouns.
- Ensuring every possible effort is made to accommodate the accessibility needs of audiences and event attendees, including but not limited to:
 - Using when possible venues which are fully accessible for people with disabilities.
 - Noting all accessibility measures and provision in all advertising of events.

- Providing child-friendly environments where possible and appropriate.
- Having low cost options at events .
- Ensuring all ARRD representatives are offered regular opportunities to attend equalities awareness workshops
- Regularly reviewing all organisational and logistical decisions which may affect equality.

Responsibilities of members

Every member is an essential part of the league and should feel able to develop their skills and play their part in the running of the league. ARRD expects all members to act in accordance with this Policy and the ARRD Code of Conduct.

In particular, all members should:

- treat other members and the wider ARRD community fairly and with respect
- comply with the policy and arrangements
- not discriminate in their day to day activities or induce others to do so
- not victimise, harass or intimidate other members or groups who have, or are perceived to have one of the protected characteristics
- actively encourage non-discriminatory practices and challenge any incidences of behaviour that fail to comply with this policy
- be committed to equality and positive action.

Advice and Complaints

All members who believe they have been subjected to discrimination or harassment have the right to seek redress. Complaints should be submitted in accordance with ARRD's Grievance Policy.

Policy Framework and Support

ARRD has also developed a number of other policies and practices in support of the achievement of an organisational culture free from unfair bias, discrimination and harassment.

- **Training:** Equality awareness workshops and information will be available to all members.
- **Communication:** This policy will be available on the ARRD forum. It will also be available, if requested, in different formats (eg. on paper, in large print). This policy will be included in the New Member Welcome Pack.
- **Monitoring:** Statistics will be gathered to monitor equality across all ARRD's membership annually and will be used to inform future practices.
- **Confidentiality:** Confidentiality will be respected and information disclosed will be kept within the relevant committee, team or group only.

This policy will be reviewed at regular intervals to ensure it remains in line with legislation and ARRD's principles.

Appendix 1:

[Equality Act 2010/Protected characteristics](#). Although not a protected characteristic, we also believe poverty both creates and compounds inequality and marginalisation.