

Equality, Diversity and Inclusion Policy

1. Purpose

Scottish Rowing is committed to creating a sport that is inclusive, fair and welcoming, where everyone has a genuine opportunity to participate, contribute and thrive. This policy explains the standards we expect across Scottish Rowing, and how we will work to remove barriers and improve people's experience of the sport, from community participation through to performance pathways, governance and employment. It supports the delivery of Scottish Rowing: Strategic Plan 2026 and Beyond, which commits to a safe, welcoming and thriving rowing community, and to growing the sport by strengthening inclusion, belonging and experience.

2. Legal Framework

Scottish Rowing complies with the Equality Act 2010 and does not unlawfully discriminate on the basis of any protected characteristic, including:

- age
- disability
- sex
- gender reassignment
- race (including colour, nationality, ethnic or national origin)
- religion or belief (including no belief)
- sexual orientation
- pregnancy or maternity
- marriage or civil partnership

We are committed to aligning with relevant equality guidance and funder expectations in Scotland, and to having due regard to the aims of the public sector equality duty where this is applicable to our work.

2. Legal Framework

This policy applies to all individuals and organisations involved in, or connected to, Scottish Rowing, including:

- Board members
- employees and volunteers

- members, participants and officials
- affiliated clubs and event organisers
- partners, contractors and suppliers

It applies to all Scottish Rowing activity, including competitions, events, training, meetings, communications and digital spaces.

4. Our Commitment

We want rowing in Scotland to feel safe, welcoming and fair - and we know that happens when:

- people feel welcome, respected and able to be themselves
- barriers to participation and progression are identified and addressed
- different experiences, backgrounds and perspectives are valued
- everyone has a fair opportunity to fulfil their potential

We know that barriers are sometimes built into the way things are done - so we will keep reviewing our culture, systems and decisions, and change what needs to change to improve experience, belonging and outcomes for the people involved. Creating inclusive and welcoming environments is also essential to growing rowing in Scotland, challenging outdated perceptions of the sport, and reaching new people and communities, in line with our strategic ambitions.

5. Our Principles

Our approach to equality, diversity and inclusion is guided by the following principles:

- **Inclusion and belonging** - creating environments where people feel valued, respected and able to contribute
- **Equity and fairness** - recognising that different people may require different support to achieve fair outcomes
- **Respect and dignity** - treating everyone involved in rowing with consideration and respect
- **Accountability** - taking responsibility for our actions and decisions and their impact on others
- **Continuous improvement** - learning from evidence, lived experience and feedback to do better over time

These principles reflect Scottish Rowing's wider organisational values and the behaviours set out in our strategic framework.

6. What This Means in Practice

Scottish Rowing will work to ensure that people involved in rowing:

- have fair access to opportunities, pathways and roles
- experience environments that are safe, welcoming and free from discrimination, bullying or harassment
- are treated with dignity and respect, regardless of role or background
- have their voices heard and experiences considered in decision-making

Where appropriate and lawful, we will take positive action to address under-representation or disadvantage within rowing.

7. How We Embed Inclusion

In line with the Moving to Inclusion framework, we will embed equality, diversity and inclusion across all aspects of our work, including governance, leadership, workforce, clubs, events, coaching pathways and communications. In practice, that means we will:

- review policies, practices and decision-making to identify and remove barriers
- support affiliated clubs and event organisers to meet EDI expectations, including having an up-to-date equality policy
- work collaboratively with partners, including British Rowing
- use insight, lived experience and feedback to inform improvement
- celebrate inclusive practice across the rowing community

We will use the Moving to Inclusion self-assessment tool to understand our current position and to shape a proportionate action plan, reviewed at least annually. This work directly supports our strategic priorities to support people and clubs, strengthen wellbeing and protection, and build a skilled, representative workforce.

8. Monitoring, Assurance and Learning

Scottish Rowing is committed to transparency and learning. We will:

- gather proportionate equality and inclusion insight, in line with data protection requirements
- use this insight to understand representation, experience and outcomes across the sport
- report progress to the Board at least annually
- share high-level progress and learning with the rowing community through appropriate channels

This reflects our strategic commitment to measuring what matters and focusing on the real difference our work makes to people and clubs.

9. Roles and Responsibilities

Scottish Rowing Board

- Holds ultimate responsibility for this policy
- Ensures equality considerations inform strategic decisions
- Receives regular updates on progress and impact

Chief Executive Officer

- Acts as the organisational lead for equality, diversity and inclusion
- Ensures this policy is embedded in operational policies and practice

Staff, volunteers, members, clubs and partners

- Are expected to uphold the principles of this policy
- Share responsibility for creating inclusive, respectful environments

10. Concerns and Breaches

Scottish Rowing does not tolerate discrimination, harassment, bullying or victimisation.

Any concerns or alleged breaches of this policy will be taken seriously and addressed through the appropriate procedure, including complaints, disciplinary, grievance or wellbeing and protection processes, depending on the nature of the concern.

Concerns should be raised in the first instance with the Chief Executive Officer, by emailing office@scottish-rowing.org.uk, or via the relevant reporting route.

Details of how to report a concern, including alternative routes where appropriate, are set out on our website and in our Complaints and Wellbeing & Protection procedures.

11. Related Policies and Guidance

This policy should be read alongside other Scottish Rowing policies and guidance, including (but not limited to):

- [Wellbeing & Protection - Scottish Rowing](#)
- [Complaints Procedure](#) and [Disciplinary Procedure](#)
- [Recruitment and Selection](#)
- [Data Protection](#)
- [Transgender and Non-Binary Competition Eligibility](#)
- [Scottish Rowing: Strategic Plan 2026 and Beyond](#)

12. Review

This policy will be reviewed at least every three years, or sooner in response to legislative, regulatory or organisational change.

13. Approval

This policy was approved by the Scottish Rowing Board in:
March 2026

Next review due:
March 2029