

RSOBHD Equality, Diversity, and Inclusion Policy

Introduction

RSOBHD will not tolerate any form of direct or indirect discrimination on the grounds of, but not limited to the following protected characteristics: age; disability; gender reassignment; marriage/civil partnership; pregnancy; race; religious beliefs; sex; or sexual orientation (RSOBHD Constitution and Rules page 1 para a).

Scope

This policy applies to all RSOBHD participants.

Objectives

RSOBHD embraces diversity and is committed to providing highland dancing opportunities that are safe, inclusive, equitable and accessible to all who wish to participate.

RSOBHD values diversity and recognises the contributions that people from different backgrounds or different experiences bring to the organisation.

RSOBHD will seek opportunities to raise awareness of equality, diversity and inclusion for all participants.

Roles and responsibilities

All Participants have a responsibility to comply with this policy and will be accountable for their own language, behaviour and conduct at RSOBHD events.

Participants are encouraged to contact RSOBHD to discuss any requirements to facilitate inclusion.

All participants who feel they have been subject to or witnessed any form of discrimination should put their concerns in writing to Royal Scottish Official Board of Highland Dancing, Heritage House, 32 Grange Loan, Edinburgh, EH9 2NR.