



Scottish Rugby Union plc

EQUALITY ACTION PLAN UPDATE
Community & Outreach Strand
Quarter 2 2018

Equality Action Team
26 August 2018

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1. Equality Action Plan Update

Scottish Rugby's *Equality Action Plan 2017-20* set out the Goals, Actions and Performance Indicators Scottish Rugby sought to achieve over the plan period. The Plan is separated into two Strands, a *People Strand* and a *Community & Outreach Strand*, for ease of reference.

Progress against both Strands of the Plan is regularly monitored by Scottish Rugby's internal Equality Action Team. The group's assessment of the progress being made against the Community & Outreach Strand has been documented in the attached schedules. A "traffic light" monitoring system has also been prepared for ease of reference.

An overview of the key points is set out below.

Status Update

The Community & Outreach Strand of 2017-20 Action Plan contained 44 Actions, all of which were due to be completed within the Plan period i.e. by 31 December 2020.

As at the end of the second quarter of 2018 the Plan envisaged that progress would have been made in respect of 28 of these Actions. In this respect as at 30 June 2018 the position was as follows:

- Sixteen Actions had been fully completed. A further three Actions had been completed in so far as required by this stage (though further parts of the Action are scheduled for a later date within the Plan period);
- Three Actions scheduled for completion by this stage are ongoing but not yet complete; and
- Six Actions had not progressed as quickly as originally anticipated. In the case of two of these items progress has not yet been possible due to SCRUMS coming on-line later than originally envisaged. In relation to two others – relating to the publication of a progress update in respect of the Plan – this has simply been held back pending reporting to the Board first. Of the remaining items one relates to assistance for Scottish Deaf Rugby (on which they need to decide how they wish to take their organisation forward) and the other will require to await the completion of the domestic rugby department re-organisation

In summary, good progress has been achieved over the Plan period to date - with those equality objectives Scottish Rugby set itself for the period now substantially achieved. At this stage there are no material concerns in relation to the achievement of the Goals, Objectives and Actions set out within the Plan and as at the end of Q2 2018 Scottish Rugby remained on course for the renewal of its *Intermediate Award* under the Equality Standard.

Further Information

The Equality Action Team are happy to provide such further information or detail as to the progress being made as may be required.

GA Ireland

Head of Regulation

26 August 2018

2 : Goals and Actions

Goal 1: Improve research into under-represented groups and understanding of the issues and barriers faced by those groups					
Objective	Action	Responsibility	Timeframe	Performance Indicator	Status
1.1 Identify and monitor the demographic profile of Scottish Rugby (including Board, Council, staff and the wider game).	1. Carry out demographic audits on all key areas of the sport, with comparison with national census.	Equality Action Team	Q1 2017	Survey results aggregated for review.	Completed
	2. Prepare report on findings from demographic survey for consideration by (a) Board and (b) Council.	Head of Regulation	Q2 2017	Survey Report to be minuted.	Completed
1.2 Conduct specific further investigation into participation levels and barriers affecting potentially under-represented groups as identified from the survey.	1. Undertake further targeted study into participation rates amongst Catholic Scots, including in relation to barriers which might be affecting participation	Outreach and Equality Manager	Q1 2018	Outcomes to be reported to the Board and Council in Q1 2018.	<i>Not yet started. Awaiting live data to be available from SCRUMS.</i>
	2. In association with identified partners, conduct specific studies into the participation rates within (a) the Asian and (b) the Muslim Scottish communities.	Outreach and Equality Manager	Q1 2019	Outcomes to be reported to the Board and Council in Q1 2019.	<i>Not yet started.</i>

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Goal 2: Develop and implement practices to increase access for under-represented groups						
Objective	Action	Responsibility	Timeframe	Performance Indicator	Status	
Gender						
2.1 Further improve the opportunities for women and girls to participate in rugby, and to succeed with the Scottish representative teams.	1. Work towards specific targets as set out in the Scottish Rugby National Strategy for Women and Girls Rugby 2015-2025					
	a. Effective Governance	Head of Women and Girl's Rugby	Q4 2020	Network of Staff Increased investment into women and girls game	Ongoing	
	b. Thriving Game- Increase Participation	Women and Girl's staff		Q4 2020	Double number of players and teams in women and girls game	Ongoing
				Q2 2017	Explore change of season	Change of season agreed for 2019.
	c. Winning Teams- Improve Performance	Head of Women's Rugby	Q4 2020 Ongoing	Improve World Ranking Women in BT Sport Regional Academies	Ongoing	
	d. Increase visibility of the Women and Girls Game	Head of Women's Rugby		Q2 2017	Marketing campaigns for women	Achieved
Q3 2017				Marketing Campaign for Girls	Achieved	
e. Well trained People			Q4 2020	Network of volunteer, coaches, medical staff, match officials and administrators to support delivery of the game	Ongoing	

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Health and Disability					
2.2 Further improve the opportunities for those with specific disabilities to participate in rugby.	1. Work with Scottish Disability Sport (SDS) and other partners to develop inclusion opportunities with people with disabilities	Outreach and Equality Manager	Q4 2017	Factsheet and Video produced and updated	Achieved
	2. Develop and deliver disability awareness training to member clubs.	Outreach and Equality Manager	Q4 2017	Pilot course developed and delivered. Four courses delivered in regions	Ongoing
	3. In partnership with Trust Rugby International (TRI) continue to develop opportunities for further participation in “unified” rugby.	Outreach and Equality Manager	Q3 2017	Partnership agreement updated and targets agreed.	Achieved
	4. Increase support to all versions of wheelchair rugby through clubs becoming members of Scottish Rugby	Outreach and Equality Manager	Q3 2017	Club membership.	Achieved
	5. Provide support to deaf rugby	Outreach and Equality Manager	Q3 2017	Support plan produced.	Not yet started.
Religion or Belief					
2.3 Further improve the opportunities for those from under represented religious backgrounds to participate in rugby.	1. In association with partners develop specific programmes to promote participation by under - represented faith groups in the game as players, coaches, match officials, medical staff and volunteers.	Outreach and Equality Manager	Q3 2018	Pilot projects developed and delivered in identified areas	Not yet started.
	2. Continue targeted work with secondary age young people through schools and youth conferences/ Cashback schools of rugby to increase participation.	Schools and Youth Managers	Ongoing	Work with identified schools and clubs. Building case studies and examples of good practise	Ongoing

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Race					
2.4 Further improve the opportunities for those from under represented ethnic groups to participate in rugby.	1. In association with partners develop specific programmes to promote participation by under - represented ethnic minorities in the game as players, coaches, match officials, medical staff and volunteers	Outreach and Equality Manager	Q3 2019	Pilot projects developed and delivered in identified areas.	<i>Not yet started.</i>
	2. Continue targeted work with secondary age young people through schools and youth conferences/ Cashback schools of rugby to increase participation	Schools and Youth Managers	Ongoing	Work with identified schools and clubs. Building case studies and examples of good practise	<i>Ongoing.</i>
Sexual Orientation					
2.5 Further improve the opportunities for LGBTI participants to be involved in rugby.	1. Work closely with Caledonian Thebans, Glasgow Alphas and member clubs to increase opportunities for LGBTI participants to be involved in the game as players, coaches, match officials, medical staff and volunteers.	Outreach and Equality Manager	Q3 2017	Monitor participation numbers through data management system.	<i>Ongoing, but SCRUMS data required.</i>
	2. Work with partners such as the Equality Network, Leap Sports and Stonewall to ensure Scottish Rugby policies and practises are up to date.	Outreach and Equality Manager	Ongoing	Information on website updated to reflect best practise	<i>Ongoing</i>
	3. Support Caledonian Thebans with potential bid to bring Bingham Cup 2020 to Scotland	Outreach and Equality Manager	Q2 2018	Support for bid through Scottish Rugby staff and access to facilities for the event.	<i>Completed – but bid unsuccessful.</i>

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<i>Gender reassignment</i>					
2.6 Further improve the opportunities for transgender participants to be involved in rugby.	1. Work with World Rugby and other partners to ensure Scottish Rugby's policies reflect best practice within Scottish and UK Sport and publicise policies to clubs, schools and Scottish Rugby staff.	Head of Regulation	Q4 2017	Website updated.	<i>New Policy approved by S,W & I Committee in July 2018.</i>

Goal 3: Raise awareness and understanding of equality for all involved in Scottish Rugby through recruitment, training and education					
Objective	Action	Responsibility	Timeframe	Performance Indicator	Status
Recruitment and HR Policies					
3.1 Ensure that key recruitment and associated policies continue to reflect equality legislation and the objectives of the Equality Action Plan	1. Continue cyclical round of equality impact assessments on key HR policies.	Head of HR	Ongoing	To be report to Board and Council as part of Annual Review.	<i>Ongoing</i>
Staff Training and Awareness					
3.2 Ensure that all staff, regardless of function or level, receive a standard introduction to Equality matters.	1. Equality awareness briefing to be provided as part of the “Team Brief”.	Head of HR	Q1 2017	Briefings to have been recorded by HR.	Achieved
	2. Following initial briefing staff members required to complete ACAS online training module.	Head of HR	Q1 2017	Staff members to provide HR with copy of course certificate.	Achieved
	3. Conduct further Team Brief and renewed training offer aimed (in particular) at “new starts”.	Head of HR	Ongoing	As above for 1 and 2.	<i>Ongoing</i>
Board and Council					
3.3 Ensure that Board and Council members receive an introduction to Equality matters.	1. Equality awareness briefing to be provided as part of briefing associated with the Equality Survey.	Head of Regulation	Q2 2017	Equality session to be noted in the appropriate minutes.	Achieved
	2. Board and Council members to be encouraged to complete the ACAS online training module.	Head of Regulation	Q2 2017	To be included in L&G monthly report; link to be forwarded to each Board and Council member; and one follow up “reminder” email issued.	<i>Achieved</i>

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	3. Equality awareness section to be included in Induction for new Board and Council members.	General Counsel	Q1 2017 (Board) Q3 2017 (Council)	New section to have been prepared for Induction folder.	Achieved
Member Clubs					
3.4 Increase Equality awareness amongst the individual member clubs.	1. Develop, update and promote guidance and support appropriate to the needs of the member clubs.	Outreach and Equality Manager/ Club Services Managers	Q3 2017	Club Meetings Club Communications SRU website	<i>Achieved</i>
	2. Make available the online ACAS Equality training module and promote completion amongst club members	Outreach and Equality Manager	Q4 2017	Club Meetings Club Communications SRU website	<i>ACAS training for all Development Officers completed</i>

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Goal 4: Improve the communication and marketing of equality issues and equality within Scottish Rugby					
Objective	Action	Responsibility	Timeframe	Performance Indicator	Status
4.1 Ensure that Scottish Rugby's commitment to equality is publicly accessible.	1. Refresh <i>Scottish Rugby Values</i> section of website to reflect new Equality Action Plan.	Head of Regulation	Q3 2017	New website material uploaded and accessible.	Achieved
	2. Communicate updated equality web content to membership.	Outreach and Equality Manager	Q4 2017	Inclusion in club e-zine.	Achieved
4.2 Ensure that awareness of the inclusiveness of rugby and Scottish Rugby's equality Plan is regularly communicated.	1. Ensure that Scottish Rugby communications pay due regard to diversity in terms of quantity, imagery and language.	Communications	Throughout Plan period	Content of press releases, web stories and e-zines.	Ongoing
4.3 Promote equality successes arising from implementation of the Action Plan.	1. Ensure key Plan achievements are publicised via website and e-zines.	Communications	Throughout Plan period	Web articles and e-zine content	Ongoing
	2. Annual performance report to be made available to the member clubs via the website.	Outreach and Equality Manager	Q2 2018 Q2 2019 Q2 2020	Link to be included in Club Communication e-zine.	Ongoing – 2018 to be posted after September Board meeting.

Goal 5: Set accountability for equality at the highest levels within Scottish Rugby					
Objective	Action	Responsibility	Timeframe	Performance Indicator	Status
Operational Responsibility					
5.1 To ensure that the day-to-day implementation of the Plan is undertaken by appropriately skilled management group.	1. Appoint a cross functional <i>Equality Action Team (EAT)</i> with operational responsibility for implementation of the Plan.	Chief Executive	Q2 2017	Group to have been appointed and to have met.	Achieved
	2. EAT to meet with representatives from appropriate expert groups on a regular basis to take specialist guidance as to implementation issues.	Outreach and Equality Manager	Q3 2017 Q1 2018 Q3 2018 Q1 2019 Q3 2019 Q1 2020 Q3 2020	Representatives invited to meetings as appropriate.	Ongoing
Senior Management Oversight					
5.2 To ensure that the implementation of the Plan is reviewed on a regular basis by Scottish Rugby's senior managers.	1. Performance against Plan to be an item on the Senior Management Team Agenda each half year.	General Counsel	Q4 2017 Q2 2018 Q4 2018 Q2 2019 Q4 2019 Q2 2020 Q4 2020	Inclusion as a SMT Agenda Item.	Ongoing
Board and Council					
5.3 To ensure that progress against the Plan is reported to, and monitored by, the Scottish Rugby Board and Council.	1. An annual performance report shall be prepared each year for consideration of the Board and Council.	Head of Regulation	Q2 2018 Q2 2019 Q2 2020	Report prepared and including with Board and Council papers.	Ongoing – 2018 to be posted after September Board meeting.

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Member Clubs					
5.4 To ensure that the membership is kept aware of progress against the Plan.	1. Annual performance report to be made available to the member clubs via the website	Outreach and Equality Manager	Q2 2018 Q2 2019 Q2 2020	Link to be included in Club Communication e-zine.	<i>Not yet started.</i>

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Goal 6: Embed equality within the Scottish Rugby strategic planning process					
Objective	Action	Responsibility	Timeframe	Key Performance Indicator	Status
6.1 Ensure that updated demographic data is available for the Senior Management Team (SMT) in advance of next strategic planning phase.	1. Carry out demographic audits on all key areas of the sport, with comparison with to national census using new data management system.	Equality Action Team	Q1 2020	Survey results aggregated for review.	<i>Not yet started</i>
	2. Prepare report on findings from demographic survey for consideration by the SMT	Head of Regulation	Q2 2020	Survey Report submitted to SMT.	<i>Not yet started</i>
6.2 Ensure that the Scottish Rugby includes equality as a key planning issue in ongoing strategy discussions	1. Board Equality Champion to confirm equality considerations have been accounted for.	General Counsel	Q3 2020	Board minute.	<i>Not yet started</i>

3 : Monitoring Framework

Action Plan Item	2017				2018				2019				2020				Status / Commentary
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
Goal 1																	
1.1.1	Green																Achieved
1.1.2		Green															Achieved
1.2.1					Yellow												Awaiting SCRUMS data
1.2.2									Grey								
Goal 2																	
2.1.1 (a)																Grey	Ongoing
2.1.1 (b)		Green														Grey	Part Complete
2.1.1 (c)																Grey	Ongoing
2.1.1 (d)		Green	Green														Achieved
2.1.1 (e)																Grey	Ongoing
2.2.1				Green													Achieved
2.2.2				Yellow													
2.2.3			Green														Achieved
2.2.4			Green														Achieved
2.2.5			Yellow														Not yet started
2.3.1								Grey									Not yet started
2.3.2																	Ongoing
2.4.1												Grey					Not yet started
2.4.2																	Ongoing
2.5.1			Yellow														Awaiting SCRUMS data
2.5.2																	Ongoing
2.5.3						Green											Achieved
2.6.1				Grey		Green											Achieved

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Action Plan Item	2017				2018				2019				2020				Status
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
Goal 3																	
3.1.1																	
3.2.1	Green																Achieved
3.2.2	Green																Achieved
3.2.3																	Ongoing
3.3.1		Green															Achieved
3.3.2		Purple		Green													Achieved
3.3.3	Green		Green														Achieved
3.4.1				Green													Achieved
3.4.2				Yellow													Rescheduled for Q3 2018
Goal 4																	
4.1.1			Green														Achieved
4.1.2				Green													Achieved
4.2.1																	Ongoing
4.3.1																	Ongoing
4.3.2						Yellow				Grey				Grey			Ongoing
Goal 5																	
5.1.1		Green															Achieved
5.1.2			Green			Green		Grey		Grey		Grey		Grey		Grey	Ongoing
5.2.1								Grey		Grey		Grey		Grey		Grey	Ongoing
5.3.1						Green				Grey				Grey			Ongoing
5.4.1						Yellow				Grey				Grey			Ongoing

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Action Plan Item	2017				2018				2019				2020				Status
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
Goal 6																	
6.1.1																	Not yet started
6.1.2																	Not yet started
6.2.1																	Not yet started

: Date set within the Plan for the Action to be achieved.