

**Table Tennis Scotland**

**Equality Standard for Sport**

**Table Tennis Scotland** is fully committed to promoting equality, fairness, justice and respect for each other. Inclusion, addressing inequalities and removing barriers are just some of the principles of equality that influence **Table Tennis Scotland’s** development, delivery and decision making. **Table Tennis Scotland** believes that everybody should have the opportunity to participate in physical activity, including sport, and no individual should be discriminated against for reasons such as gender, race, disability, age, religious or political belief, sexual orientation or social background.

**Table Tennis Scotland** uses the equality standard framework that guides sports and community organisations towards achieving equality. The framework has assisted in developing structures and processes, assessing performance and ensuring continuous improvement in equality. The standard is a vehicle for widening participation opportunities especially for underrepresented groups such as women, ethnic minority groups and individuals with severe and complex needs. The Standard is collaboration between the Four Home Sports Councils and is supported by key agencies throughout the UK representing a wide range of community groups and this ethos has been adopted by **Table Tennis Scotland**.

The Standard is based on two broad areas of activity, developing our organisation and developing our services. Everyone within the organisation is reminded that they have a critical role to play within the process. Accountability for equality within **Table Tennis Scotland** rests with the Chairman and CEO but every person within the organisation should embrace the principles and processes.

The presence of an equality policy is communicated and understood by staff and key volunteers and evidence that **Table Tennis Scotland** is aware of its current profile and position in terms of equality. As well as establishing accountability at the highest level within **Table Tennis Scotland** there is the requirement to commit staff time and a budget. **Table Tennis Scotland’s** equality policy is a key document and every effort will be made to ensure that it is circulated widely within our organisation. equality briefing and training sessions will be set up during the months ahead to supplement those already delivered

This National Standard will help to achieve an increased participation in sport from individuals and communities who are currently under represented. We all have a role to play in levelling the playing field and improving the pathways into sport for those who remain socially excluded. **Table Tennis Scotland** seeks to engage, involve, promote and develop people from all sectors of society as athletes, coaches, officials, administrators and leaders.