

Scottish Pétanque Association



Diversity, Equity and Inclusion

1. Policy Statement

The Scottish Pétanque Association (SPA) is committed to ensuring that everyone involved in pétanque—whether as a player, coach, official, volunteer, or supporter—is treated with dignity and respect and can participate in a welcoming, inclusive, and equitable environment.

We recognise the value of diversity and are committed to promoting equitable access to pétanque across Scotland, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation.

We welcome players of all backgrounds and seek to minimise barriers to participation, including cost, language barriers, and accessibility needs, wherever reasonably practicable.

2. Scope of the Policy

This policy applies to:

- All SPA members, affiliated clubs, officials, coaches, players, and volunteers.
- All SPA events, competitions, training sessions, and online activity.
- Anyone representing SPA domestically or internationally.

Example: This includes how players are treated at tournaments, who can volunteer for roles, and how people interact on club WhatsApp groups or Facebook pages.

3. Definitions

Diversity means recognising, respecting, and valuing differences in people.

Example: Encouraging players of all ages, ethnicities, and genders to participate in pétanque together.

Equity refers to fairness of treatment and access based on individual needs.

Example: Offering adapted coaching methods for neurodivergent players or physical

support for older participants.

Inclusion is creating environments where everyone feels welcome and valued.

Example: A club culture where new members are introduced, mentored, and not left out of games or decisions.

Discrimination is unfair or prejudicial treatment based on a protected characteristic (Equality Act 2010).

Example: Refusing a coaching opportunity to someone because of their disability or religious dress.

4. Our Commitments

Promote inclusive language and behaviours across all communication and events.

Example: Using non-gendered terms like “players” in event posters and avoiding jokes or phrases that may exclude or stereotype.

Ensure equitable access to opportunities in coaching, officiating, leadership, and play.

Example: Ensuring that selection panels for coaching and team roles reflect a range of backgrounds and advertise widely.

Take positive steps to address under-representation in the sport.

Example: Hosting “Intro to Pétanque” events in urban areas or with community groups who are underrepresented in the sport.

Provide reasonable adjustments to enable participation for people with disabilities.

Example: Allowing mobility aids on the terrain, and adjusting playing rules or terrain layouts when needed.

Include Diversity, Equity and Inclusion (DEI) considerations in team selection, coaching, and youth development pathways.

Example: Ensuring try-out days are accessible and don’t unintentionally exclude players who may need additional support.

Encourage affiliated clubs to adopt inclusive practices and environments.

Example: Providing template posters, diversity checklists, or guidance for making clubhouses more welcoming.

Provide training and resources to raise awareness and understanding of DEI.

Example: Sharing DEI tips in newsletters or encouraging CWPOs and coaches to attend sportscotland inclusion webinars.

5. Responsibilities

SPA National Executive Committee (NEC):

Responsible for overseeing implementation, updating the policy, and ensuring DEI is part of SPA's strategic planning.

Example: Monitoring gender balance and accessibility at national events.

Club Committees:

Expected to apply inclusive practices and support DEI aims at the local level.

Example: Reviewing if facilities are accessible and if activities cater to a broad audience.

Members and Volunteers:

All individuals are responsible for respectful behaviour and reporting any concerns or incidents.

Example: Speaking up if a discriminatory comment is made at a club or reporting it via the appropriate channels.

6. Reporting and Concerns

Anyone who experiences or witnesses exclusionary, discriminatory, or inappropriate behaviour is encouraged to report it.

Concerns should normally be raised with the relevant club committee, event organiser, or Club Child Wellbeing and Protection Officer (CWPO). Where this is not appropriate — for example, where the matter is serious, relates to safeguarding, or involves a conflict of interest — concerns may be reported directly and in confidence to the SPA CWPO or SPA Safeguarding Officer.

Example: A player believes they have been unfairly excluded from team selection due to their background and raises the concern in confidence with a club committee member.

SPA will treat all concerns seriously and ensure action is taken in line with the SPA Disciplinary, Safeguarding or Complaints Policies. Retaliation for reporting will not be tolerated.

7. Monitoring and Review

The NEC will review this policy every three years, or sooner if required by legal changes or guidance from sportscotland.

DEI outcomes will be reviewed annually (e.g., participation data, gender representation, feedback from clubs).

Clubs will be encouraged to report on progress in making their own environments more inclusive.

Example: A club reviews its membership data each year to assess gender balance and outreach effectiveness.

8. Supporting Documents

This policy is part of a wider framework of policies and best practice, including:

- SPA Safeguarding Adults Policy
- SPA Anti-Bullying Policy
- SPA Disciplinary Policy
- SPA Code of Conduct
- Equality Act 2010
- Sportscotland Equality Standard for Sport

Approved for release by Scottish Petanque Association NEC January 2026

APPENDIX 1

CHANGE HISTORY AND REFERENCE DOCUMENTS

Change History: This document replaces the previous SPA Equality and Diversity Policy (2019). The document has been reviewed and expanded in line with current guidance and placed under new revision sequence control as an Initial (Rev A) release.

Referenced Documents:

See section Section 8 : Supporting Documents

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