Approach to Human Rights
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1. Introduction

The Glasgow 2014 Commonwealth Games is about people: the athletes at the centre of our planning; our workforce, including up to 15,000 volunteers; excited spectators; contractors; the Games Family; the young people we want to engage and inspire; and a wider Commonwealth population of more than two billion citizens.

All of these people, by virtue of their very human being, have rights and freedoms which are defined and agreed in domestic and international law. The Glasgow 2014 Organising Committee (OC) has an obligation – both moral and legal, and with the UN Guiding Principles on Business and Human Rights in mind 1 – to respect, support and promote these rights through the course of its normal business.

The Games is not a panacea, in terms of physical activity, employment, trade, education, sustainability, human rights, or anything else; but it can make a positive contribution, and this document is intended to set out some of the ways that can – and does – happen.

1.1. What is Glasgow 2014?

The Games takes place between 23 July–3 August 2014 – 11 days of competition celebrating Glasgow, Scotland and the best sporting talent in the Commonwealth.

A thrilling programme of 17 sports is on offer: ten of these sports are always on the programme at a Commonwealth Games and seven were selected for Glasgow from a choice of 16. The Para-Sports programme is fully integrated in to the competition schedule, helping Para-Sports athletes achieve greater exposure on the international sports scene.

Seventy nations and territories, representing one third of the world’s population – half of them under the age of 25 – will take part in the Games. Approximately 6,500 athletes and team officials will live in the Athletes’ Village in the east end of the city. Around one million tickets will be available and more than 1.5 billion people from all corners of the globe will tune in to watch the Games.

In advance of the Games the Glasgow 2014 Queen’s Baton Relay will visit every Commonwealth nation and territory, from Anguilla to Zambia. Containing a special message from Her Majesty, the baton is relayed around the world, ending in Glasgow at the Opening Ceremony.

The OC’s mission is to organise and deliver the Games in a way that fully realises the aspirations of the Glasgow Bid and the contractual obligations of the Host City Contract, on time and on budget.

It will have employed more than 1,300 members of staff at full capacity, and up to 30,000 contractors will deliver goods and services during Games Time. Up to 15,000 volunteers are needed to help make the Games special by taking on a wide range of vital, behind-the-scenes roles; from timekeepers and spectator services helping people find their seats, to medics and drivers taking athletes to and from venues.

1.2. What are human rights?

Human rights are rights inherent in each of us by the simple virtue of our humanity. These rights are held by everyone regardless of age, race, gender, gender identity, socioeconomic status, sexuality, marital status, religious or political belief, nationality or any other status.

The modern concept of human rights – founded on the Universal Declaration of Human Rights 2 – entails both rights and obligations on the part of both the individual and the state: the state is required to protect and respect freedoms and to fulfil obligations relating to the individual’s rights; the individual is also obligated to respect the rights of others.

Human rights are universal, inter-related and indivisible; they apply all over the world and they must be advanced, protected and respected as a whole. Any restriction of a right must be prescribed by law, necessary and proportionate; for example, the restriction of a person’s right to liberty on conviction for the commission of a crime.

However, some rights – such as the prohibition on torture – are ‘absolute’; they must be upheld in all circumstances.

2. The Commonwealth context

The Commonwealth Charter, presented to the Queen in March 2013, is the first single document to set out the Commonwealth’s core values and aspirations. Building on previous communiques and declarations (such as the Harare Declaration in 1991), the Charter demonstrates the commitment of Commonwealth countries to a defined set of shared beliefs.

Section II of the Charter is dedicated to human rights:

We are committed to the Universal Declaration of Human Rights and other relevant human rights covenants and international instruments. We are committed to equality and respect for the protection and promotion of civil, political, economic, social and cultural rights, including the right to development, for all without discrimination on any grounds as the foundations of peaceful, just and stable societies. We note that these rights are universal, indivisible, interdependent and interrelated and cannot be implemented selectively.

We are implacably opposed to all forms of discrimination, whether rooted in gender, race, colour, creed, political belief or other grounds.

The Commonwealth Games is perhaps the most visible manifestation of the Commonwealth. The Commonwealth Games Federation (CGF) is responsible for the direction and control of the Commonwealth Games, and underpinning each of its decisions are its three core values: Humanity, Equality and Destiny.

With its mission to deliver the Games in mind, these values flow through to the OC; additionally, Commonwealth Games Scotland (CGS), the Scottish Government and Glasgow City Council are all represented on the the OC’s board (which the CGF attends in an observer capacity) which gives direction to its work. The UK Government also has a role in helping to make the Games a success.

2.1. Inspirational sport

Sport is a critical part of a strong, healthy, confident community, and is described by UNESCO as a ‘fundamental right for all’.

The values of sport – including integrity, teamwork, excellence, respect, tolerance, fair play and friendship – mean that it provides an excellent context in which young people can learn and grow.
3. Living the values of the Games

Sport provides us with the channel, but there is still a need for a framework in which to operate. For the OC, that framework is provided by the CGF’s values of Humanity, Equality and Destiny. These are some of the things that we do to try live those values through our work.

3.1. Humanity

We believe that this value is about respecting others as people; about ensuring that the work we do is not only legally compliant but upholds the spirit of legislation designed to protect individuals’ rights.

Human rights in Scotland are primarily protected by the Human Rights Act 1998 and the Scotland Act 1998. These pieces of domestic legislation give effect to the European Convention on Human Rights (ECHR), agreed in 1950, ratified by the United Kingdom in 1951, and entered into force in 1953. The Scotland Act 1998 requires the Scottish Government and the Scottish Parliament to ensure that their actions and any legislation they develop are compatible with the UK’s human rights legislation and obligations.

These pieces of legislation largely protect what are known as civil and political rights; things like the prohibition of slavery forced labour, the right to privacy and family life, and the freedoms of expression, association and conscience & belief. We help to uphold these rights through our compliance with the law but we also seek to derive social benefits from our work wherever possible.

3.1.1. Labour, employment and health & safety

For example, the OC’s Procurement Sustainability Policy requires that employment standards as expressed in the International Labour Organisation’s (ILO) Fundamental Conventions are met by suppliers (including any sponsors who provide us with goods or services), along with – where appropriate – other local initiatives. The ILO Conventions are intended to set out a ‘social floor’ in the world of work, and provide for the elimination of all forms of compulsory or forced labour and the effective abolition of child labour.

The Living Wage is an hourly rate set independently and updated annually. It is calculated according to the basic cost of living in the UK and employers choose to pay the Living Wage on a voluntary basis. We believe the Living Wage is good for individuals, good for business and good for society.

The OC is a Living Wage employer and aims to promote the Living Wage through its supply chain, although European case law prevents us from making it a competitively scored part of our tendering processes.

We acknowledge that there will be times when we procure goods and services from outside the UK and, where that is the case, we require our suppliers to adhere to the terms of the Ethical Trading Initiative’s Base Code and, if relevant, the Code of Conduct of the World Federation of the Sporting Goods Industry as a minimum.

Our health and safety vision is to provide a harm-free environment for everyone involved in the creation, development, delivery and ultimate enjoyment of the Glasgow 2014 Commonwealth Games experience.

To achieve our vision we have three objectives:

- To instil at all levels in the OC and in the organisations of our contractors, suppliers, broadcasters and partners, that health and safety should be the first consideration in everything that they do.
- To create a legacy of systems and processes for future Games.
- To encourage and persuade people to take the practices and behaviours introduced to them here, into their future work and home environments.

We believe that achieving our vision will require commitment and leadership at all levels, both from Glasgow 2014 and from the organisations working with us. Everyone from senior management to supervisor and individual worker has a valuable role to help secure excellent standards of Health and Safety.

All suppliers are required to actively promote healthy and safe working and to provide assurance reports on their control of health and safety risks.

Health and Safety management forms an integral part of our procurement processes; these processes play a vital role in ensuring the health and safety of our operations, our venues and the health and safety of third parties including members of the public and volunteers.
3. Living the values of the Games

3.1. Security

Safety and security at the Glasgow 2014 Commonwealth Games is of paramount importance to all those involved in its delivery. All participants – athletes, officials, workforce, spectators and others – must have confidence in our ability to provide a family-friendly Games experience in a safe, secure and peaceful environment.

The Scottish Government has delegated responsibility for the oversight and delivery aspects of the security for the Games to the Chief Constable of Police Scotland; however overall accountability for safety and security remains with the Scottish Government. More information on the work Police Scotland is doing in relation to the Games is available at http://www.scotland.police.uk/whats-happening/commonwealth-games.

3.1.3. Respecting freedoms

Glasgow 2014 is a Games for everyone, of any religion or none, and regardless of political beliefs.

We will support this right through the provision of multi-faith facilities and by satisfying a diverse range of cultural dietary requirements in the Athletes’ Village; multi-faith quiet spaces for prayer and reflection within venues and the accommodation of religious headwear with uniforms for Games workforce; engagement with Glasgow’s faith communities through the facilitation of an interfaith Games group, comprising leaders from the communities; and the provision of relevant information regarding local places of worship, including activity aimed at welcoming visitors during Games Time.

To ensure the Games is enjoyed peacefully by all, venue regulations do not permit sectarian or political chanting or other behaviour in Games venues.

The OC acknowledges the principle of legitimate peaceful protest. Should the situation arise – and in line with legislation – the OC will work with Police Scotland and any demonstrators to facilitate peaceful protest without impacting on the delivery and public enjoyment of the Games.

The Glasgow Commonwealth Games (Trading and Advertising)(Scotland) Regulations 2013 will be in place at Games Time to control ambush marketing and to maintain the look and feel of the Games. However any activity intended to demonstrate support for, or opposition to, the views or actions of a person or body are specifically exempt from the Regulations. The exemption also extends to activity intended to publicise a belief, cause or campaign; or to mark or commemorate an event.

3.2. Equality

We want to use the power of the Games to inspire individuals and communities and send a message that sport is for everyone, regardless of age, gender, gender reassignment, sexuality, race or ethnicity, religion or belief, marital status, disability, or socioeconomic background. With 70 nations and territories participating from all over the Commonwealth and more Para-Sport medal events than any previous Commonwealth Games, we’re excited that you’re part of Glasgow 2014, whoever you are and wherever you’re from.

Our ambition is to make Glasgow 2014 everyone’s Games. We and our partners want to promote sustainable, accessible and inclusive policies and practices that embed diversity and equality into our sports programme and within our business planning processes as a whole.

– Our sport programme has been badged as the most inclusive ever, showcasing 22 fully integrated Para-Sport medal events – the greatest ever number in Commonwealth Games history. The Games will also help to promote equity through an exciting programme of new events that promote the participation of female athletes.

– Our Accessibility, Diversity and Inclusion Strategy sets out guiding principles to develop a culture of integrating diversity and inclusion for all.

The OC is committed – through its Information Disclosure Policy 15 to conducting its business in an open, transparent way; while we are not subject to the Freedom of Information (Scotland) Act 2002, 16 we will nevertheless seek, while respecting commercial confidentiality and our Host City Contract obligations and taking into account any other relevant circumstances, to make appropriate information regarding our work publicly available.

This includes the publication, on a quarterly basis, of our Gifts and Gratuities Register – including both offers which were accepted and those which were declined. The most recent iteration of the register can be found at http://www.glasgow2014.com/about-us/documents.
3. Living the values of the Games

The five key strands of this Strategy are:

- Inclusive design & service delivery
- Inclusive and accessible communications
- A diverse & aware Games workforce
- Supplier diversity
- Targeted engagement

- We aim to develop accessible and inclusive venues, services and processes for athletes, Games Family, workforce, spectators and any other groups which come into contact with our activities. In relation to accessibility, we will focus on the access requirements of disabled people with the assumption that other beneficiaries of an accessible environment will be far-reaching. We will also take into account different cultural requirements including religious (and other dietary needs) and facilities for multi-faith prayer.

- Our communications will reflect our ambition for a diverse, inclusive Games. We will make our communications accessible and inclusive in their language, format and images.

- We want to recruit volunteers and paid staff with different backgrounds, cultures and from various career fields who bring a broad range of skills. We will proactively develop a representative workforce by building partnerships with specific individuals, groups and communities; advertising jobs in specialist press to reach target groups and by supporting the Commonwealth apprenticeship scheme. We will also train the Games workforce in equality, diversity and inclusion.

- We will ensure that the procurement of all work, goods and services is transparent, fair and open to a diverse range of suppliers including social enterprises, community organisations and small and medium-sized businesses.

- We will undertake direct engagement and outreach work with equality groups, particularly through our Sport, Accessibility, Volunteering, Engagement & Legacy and Human Resources teams. Priority population groups for positive action and engagement are those more likely to experience discrimination and be disengaged from society including those currently under-represented in the economy, sport and culture.

- Through the detailed measures described above, and within the context of Glasgow 2014’s critical operational needs and available resources, it is intended that the Glasgow 2014 Commonwealth Games will provide a genuinely inclusive, memorable and equitable Games experience for all – and importantly, with long-lasting benefits.

Our key aspirations for diversity and inclusion include a legacy of:

- positive engagement practices;
- wider participation in sport, the economy, volunteering and culture;
- disability equality and diversity awareness;
- enhanced awareness of Para-Sport;
- more accessible and inclusive public service provision (e.g. sports venues, transport and hospitality sectors); and
- knowledge transfer, including best practice and lessons learned, for future mega-sporting events.

3.3. Destiny

For us, destiny is about making a contribution – however small – to improving the futures of the people of Glasgow, Scotland and the Commonwealth. In particular, we hope that we can have some impact on young people and sustainability.

3.3.1. Young people

Young people are at the heart of the Glasgow 2014 Commonwealth Games.

3.3.1.1. Game On Scotland

With partners, we operate Game On Scotland, the education programme for the Games. It aims to support teachers, school leaders and education managers in creating stimulating learning experiences for young people aged 3–18 using the Commonwealth Games as a context for learning.

Game On Scotland hosts a wealth of learning and teaching resources, interactive media and background information on the Games. Using the Games as a context for learning, the website aims to help practitioners:

- create stimulating learning experiences;
- develop learners’ skills and knowledge across the curriculum;
- find and share learning and teaching ideas across a global network;
- get involved in a variety of Games-based education projects; and
- explore opportunities to connect with learners, practitioners and schools across the globe.
3. Living the values of the Games

3.3.1.2. Lead 2014
Lead 2014 – a partnership between the Youth Sport Trust, sportscotland, and the OC – has completed the third year of its exciting programme, aimed at harnessing the enthusiasm of Scotland’s young people to help create the next generation of sports leaders.

Each year, a series of conferences are delivered by students from Scottish universities to young people from secondary schools from all over Scotland to help them develop and enhance their leadership and volunteering skills and gain valuable experience. These young people then go back to their local areas to plan and deliver Commonwealth Games-themed sport festivals within their own school community.

The conferences are closely linked to existing leadership work in schools and help support Sports Leaders UK Awards. They may also contribute towards the Duke of Edinburgh Award qualification and have been designed to support outcomes of the Curriculum for Excellence.

3.3.1.3. UNICEF
The OC and the CGF have formed a unique partnership with UNICEF, the world’s leading organisation for children, with the aim of inspiring and enabling children to be the best they can be.

UNICEF reaches children in Commonwealth countries through its global network of country offices and National Committees working to promote the rights of every child to health care, water, nutrition, education and protection with a focus on the most vulnerable and disadvantaged. In Scotland, UNICEF UK has child rights education campaigns for children in schools, health settings and local government.

The partnership with the CGF and the OC aims to raise funds for UNICEF’s work in Commonwealth countries around the world.

3.3.1.4. Child protection
Where young people are involved in aspects of the Games – and with Article 9 of the Convention on the Rights of the Child in mind – the OC will ensure it develops, implements and monitors a set of arrangements in relation to child protection that meet the legal and moral obligations incumbent on us, and we will seek wherever possible to demonstrate best practice.

3.3.2. Sustainability
The OC’s obligation is to stage a Games with responsible sustainability standards which:

- minimise impact on the environment and, where possible, seek opportunities that will enhance the environment;
- create a new generation of sporting enthusiasts in Glasgow, Scotland and throughout the Commonwealth; and
- stimulate a positive social and economic impact from infrastructure development activities of the Games.

We will deliver these aspirations by approaching its delivery activity with a focus on sustainable development, specifically taking into account socio-cultural, economic and environmental considerations when and wherever possible.

The OC employs an Environment & Sustainability Manager and runs a number of working groups to engage statutory and non-statutory organisations to ensure they are updated on progress, and to take advantage of their expert knowledge and advice. Some of these have direct relevance to ensuring the Games is run in a sustainable manner.

The most pertinent of these working groups are:

- **Scottish Government’s Glasgow 2014 Environment Forum**: chaired by Scottish Government, with a membership including the OC, Glasgow City Council, Scottish Government; local authority partners; Scottish Natural Heritage; Historic Scotland; SEPA, Scottish Water and a number of other non-statutory organisations. The remit of this group is to report Games sustainability progress, and to act as a forum to discuss progress, and to identify further opportunities.

- **Greener Legacy Working Group**: chaired by Glasgow City Council, this working group monitors and reports on the progress of GCC’s Greener Legacy commitments.

- **NGO Working Group**: chaired by the OC, this working group acts as a forum for the OC to update NGOs (including Soil Association, Fair Trade, MSC, MCS, Scottish Government, and others) on progress across the OC. A particular emphasis is placed on food and beverage procurement and supply.
3. Living the values of the Games

3.3.2.1. Procurement Sustainability Policy
The OC’s vision is to stage an outstanding, athlete
centred and sport focused Games of world-class
competition; a Games that will be celebrated across
the Commonwealth; generate enormous pride in
Glasgow and Scotland; and leave a lasting legacy.

Crucial to this vision is staging a Games which sets
a high benchmark with regards to sustainability.
This benchmark has been clearly set out in the OC’s
Environmental and Sustainability Policy. The OC is
committed to sourcing sustainably, and to ensuring
that all required goods and services are procured to
an end that demonstrates, wherever feasible, ethical,
social, environmental and economic benefits.

Sustainable procurement is the value for money
sourcing of products and services taking into account
environmental, social and ethical aspects over the whole
product or service lifecycle. The OC views this as an
essential and efficient business practice which is integral
to Games planning and delivery. It helps the OC to
make properly informed and balanced decisions when
procuring the products and services the OC need.

The purpose of the policy is to set out the focus areas and
methods the Procurement Functional Area will employ to
ensure that sustainability considerations are embedded;
not only throughout the procurement process, but also
captured and recorded in OC awarded Games contracts.

The policy is a functional and pragmatic one. The
objectives are clear, worthwhile and deliverable. The
importance of sound sustainability practices in the OC’s
procurement processes are strongly demonstrated and
aim to help support the achievement of wider Glasgow
2014 Environmental and Sustainability Policy goals
which impact on the activities of the OC as a whole.

3.3.2.2. The World Federation of the Sporting
Goods Industry (WFSGI) Model Code of Conduct
The ideals of the WFSGI are the ideals of sport, and
the organisation seeks to promote fairness, honesty,
moral understanding and high ethical standards;
not only on the sports field but also in the factories
which make sports products. Companies following the
WFSGI Code recognise the important role they play in
the global economy and their influence on the social
and economic conditions under which sporting goods
are manufactured and produced. That influence is
exercised through their actions as employers and, more
profoundly, through their decisions as customers of
companies that serve as suppliers of goods and services.

The relationship between companies following the
WFSGI Code and their suppliers, and in turn any sub-
contractors involved in the production process, must
be based on trust, mutual respect and common values.
WFSGI is committed to fostering a sports industry in which
companies actively build business partnerships with those
who share the values of sport and take responsibility for
making the values real through active engagement.

These principles are based on the international labour
standards outlined in the relevant Conventions of
the ILO. WFSGI also acknowledges that companies
operate under different legal, economic, social and
cultural environments and these differences merit
understanding and respect. Companies following the
WFSGI Code must ensure that all activities related to
the production of their goods at least comply with all
relevant applicable mandatory legal requirements.

9 http://www.echr.coe.int/ECHR/EN/Header/Basic+Texts/The+Convention+and+
   additional+protocols/The+European+Convention+on+Human+Rights/
   publications/wcms_095895.pdf
12 http://www.glasgowlivingwage.co.uk/index.aspx?articleid=1901
13 http://www.ethicaltrade.org/eti-base-code
   More information on the WFSGI is available at section 4.2. of this document.
17 http://www.gameonscotland.org/
4. Monitoring and reporting

In order to ensure the effectiveness of the programmes and actions we have outlined in this document, it is essential that we monitor and then report on them. As a time-bound organisation, there is a limit to what we can do after the Games take place; therefore, the majority of reporting on our progress will come shortly before the Games, with an update on Games Time activities to follow.

We will report on:
- the impacts of the major programmes and activities outlined in section 3; and
- complaints in respect of any of the rights and activities outlined above and how they were resolved.

We will publish our pre-Games report prior to the Games. Our post-Games update will follow in August 2014.

5. More Information

For more information on any aspect of our work, please visit www.glasgow2014.com

For general enquiries, please email contactus@glasgow2014.com or phone 030 3333 2014.

For enquiries specifically relating to this document, please email governmentrelations@glasgow2014.com
Alternative formats of this document are available on request.
Email contactus@glasgow2014.com or call 030 3333 2014.

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