

Equality, Diversity and Inclusion Policy

Policy Statement

This policy applies to all individuals associated with Sporting Communities, including senior managers, trustees, paid staff, volunteers, agency workers, students, and anyone working on behalf of the CIC.

Sporting Communities is dedicated to fostering diversity and eliminating discrimination in all aspects of our work. We aim to create a culture that respects and values differences, promotes dignity, equality, and diversity, and encourages individuals to reach their full potential. We are committed to maintaining a workforce that reflects the local community in which we operate.

Purpose

The purpose of this policy is to ensure equality and fairness in employment and service provision, prohibiting discrimination based on the following protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Political opinion

Commitment to Equality, Diversity, and Inclusion

Sporting Communities is committed to:

- Creating an environment where individual differences are recognised and valued.
- Promoting dignity and respect for all, with zero tolerance for intimidation, bullying, or harassment.
- Ensuring access to training, development, and progression opportunities for everyone.

- Regularly reviewing practices to prevent discrimination in employment and service delivery.
- Treating breaches of this policy seriously, taking disciplinary action where necessary.
- Providing training and information to all staff to enhance awareness of equality and diversity responsibilities.
- Gaining full support for this policy from the Board of Directors.
- Monitoring and reviewing the policy annually.

Procedures

Sporting Communities will actively communicate its commitment to equality and diversity through various means, including:

- Awareness training during induction and quarterly training events.
- Serious consequences for any form of discrimination, addressed through the Disciplinary Procedure.

Positive Discrimination

Positive discrimination is illegal. Recruitment practices will not establish quotas based on racial groups. However, exceptions may be made for roles requiring a genuine occupational qualification (GOQ) as permitted under the relevant laws.

Recruitment

- Job descriptions and person specifications will clearly outline responsibilities and qualifications without discrimination.
- We will use diverse advertising methods to attract a broad pool of applicants, ensuring all advertisements include the statement: "Sporting Communities is an Equal Opportunities Employer."
- Application forms will only request essential information and be available in different formats.
- Shortlisting and interviews will be conducted by a minimum of two individuals to ensure consistency and fairness.

Induction and Training

All staff will undergo a comprehensive induction process, receiving information on the Equality and Diversity policy. Ongoing training opportunities will be provided, with special consideration given to individuals with disabilities or caring responsibilities.

Flexible Working

Sporting Communities will consider requests for flexible working arrangements, balancing individual needs with organisational requirements. We encourage open discussions to find mutually beneficial solutions.

Cultural and Religious Needs

We will strive to accommodate cultural and religious needs while maintaining operational efficiency, ensuring that individuals can celebrate significant events and practices.

People with Disabilities

We are committed to recruiting individuals with disabilities and will take reasonable steps to ensure accessibility in the workplace. Regular reviews will assess facilities and address any barriers to employment or participation.

Grievances and Bullying/Harassment

Complaints regarding discrimination, bullying, or harassment will be taken seriously. All employees have the right to work in an environment free from such behaviours, and reports will be investigated in accordance with our Complaints Procedure and, where appropriate, the Disciplinary Procedures.

Service Provision

Sporting Communities will ensure that services are sensitive and appropriate to the diverse needs of all groups. We will take a proactive role in combating discrimination and collaborating with others to celebrate community diversity.

Responsibility

Implementation of this policy is the responsibility of all workers, supported by the Board of Directors. Resources will be allocated as necessary to uphold this commitment.

All individuals associated with Sporting Communities have a responsibility to:

- Follow procedures to ensure equal opportunities and non-discrimination.
- Report any suspected discriminatory practices to management.
- Avoid harassing or intimidating others based on the grounds cited in this policy.