



EDI POLICY

yoursport.org

1. Policy Statement and Principles

Your Sport Solutions is committed to creating a culture of equality, diversity, and inclusion in every aspect of our work. We believe that a diverse and inclusive environment enriches the sporting experience for everyone, participants, parents/carers, staff, and volunteers.

We are dedicated to ensuring that no participant, job applicant, employee, or volunteer receives less favourable treatment or is disadvantaged on the grounds of any protected characteristic, as defined by the Equality Act 2010.

Our core commitment is that all individuals have the right to be treated with dignity and respect, and to enjoy sport without prejudice or barriers.

2. Scope and Application

This policy applies to all areas of Your Sport Solutions' operations, including:

- Programme Access and Delivery: Enrolment, coaching sessions, competitive opportunities, and facilities.
- Employment and Volunteering: Recruitment, training, promotion, and discipline.
- Communication: Internal and external communications, marketing, and public relations.

The policy covers the protected characteristics, which include:

- Age
- Disability (as further detailed in our SEND Policy)
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

3. Core EDI Commitments

A. Promoting Equality

We commit to eliminating unlawful discrimination (direct and indirect), harassment, and victimisation. This means ensuring that policies, procedures, and practices do not disadvantage individuals or groups based on a protected characteristic.

- Direct Discrimination: Treating someone less favourably than others because of a protected characteristic.
- Indirect Discrimination: Applying a provision, criterion, or practice that puts people with a protected characteristic at a particular disadvantage.
- Harassment: Unwanted conduct related to a protected characteristic that violates an individual's dignity or creates an intimidating, hostile, degrading, humiliating, or offensive environment.

B. Championing Diversity

We recognise and value the benefits that diversity brings to our programmes. We aim to have our workforce, staff, and volunteers reflect the communities we serve and encourage participation from all backgrounds.

C. Ensuring Inclusion

We commit to creating a positive and welcoming atmosphere where difference is valued and celebrated. We will proactively identify and remove barriers to participation and success, making reasonable adjustments for individuals with disabilities (in line with our SEND Policy) or other specific needs.

4. Implementing EDI in Practice

4.1 Programme and Coaching Delivery

- **Inclusive Environment:** Coaches will receive training on inclusive language, unconscious bias, and creating safe spaces for discussion and participation.
- **Activity Design:** Programmes will use differentiated coaching to ensure activities are accessible and challenging for participants of all abilities, including those with SEND (refer to the SEND Policy).
- **Uniforms/Dress Code:** Any dress code requirements will be sensitive to different cultural, religious, and gender identities.
- **Language:** We will use language that is respectful of all participants' gender identity, family background, culture, and personal characteristics.

4.2 Recruitment and Employment

- **Fair Selection:** All recruitment, selection, promotion, and training decisions will be based solely on merit, skills, experience, and the ability to do the job.
- **Advertising:** Job advertisements will be placed in media that reach diverse audiences and will explicitly state our commitment to being an equal opportunities employer.
- **Reasonable Adjustments for Staff:** We will make reasonable adjustments to the workplace or working arrangements for employees or candidates with disabilities.

5. Responsibility and Accountability

The responsibility for embedding and upholding this EDI policy rests with everyone at Your Sport Solutions:

- **Senior Management/Board:** Accountable for ensuring the policy is implemented, monitored, and reviewed, and that adequate resources are provided.
- **Managers/Supervisors:** Responsible for actively promoting the policy, dealing with concerns promptly, and leading by example.
- **All Staff and Volunteers:** Required to abide by the spirit and requirements of this policy, treat all individuals with respect, and report any incidents of discrimination or harassment.

6. Dealing with Breaches, Complaints, and Reporting

Your Sport Solutions treats all complaints of discrimination, harassment, victimisation, or bullying with the utmost seriousness, confidentiality, and urgency.

- Reporting: Any individual who believes they have been subject to or witnessed a breach of this policy should report the incident immediately to their line manager, the Programme Manager, or the designated EDI Lead.
- Investigation: All complaints will be investigated promptly, thoroughly, and impartially. Confidentiality will be maintained throughout the process, subject only to the need to investigate the complaint and take disciplinary action.
- Action: If a complaint is upheld, appropriate disciplinary action will be taken against the perpetrator, up to and including dismissal from employment or immediate exclusion from participation/volunteering. Victimisation of an individual who has made a complaint or provided information will be considered a serious disciplinary matter.

7. Monitoring and Review

We will monitor the composition of our workforce, participants, and recruitment decisions to identify any potential trends or imbalances and take remedial action where necessary.

This EDI Policy will be formally reviewed by the Directors and Senior Management annually and updated as required to reflect changes in legislation, best practice, or the needs of our stakeholders.