

Kingswood Sports CIO Equality & Diversity Policy

Policy Number: KS-ED-01

Effective Date: September 2024

Review Date: September 2025

Approved by: Board of Trustees

Version: 1.0

1. Purpose

This policy affirms Kingswood Sports CIO's commitment to promoting equality and diversity and ensuring that all individuals are treated fairly and respectfully. The Charity aims to create an inclusive environment where diversity is valued, and everyone has the opportunity to contribute and achieve their potential.

2. Scope

This policy applies to all trustees, employees, volunteers, beneficiaries, partners, and stakeholders involved with Kingswood Sports CIO.

3. Definitions

Equality: Ensuring everyone has an equal opportunity to make the most of their lives and talents.

Diversity: Recognising, respecting, and valuing differences in people's backgrounds, perspectives, and experiences.

Discrimination: Unfair treatment of a person or group based on race, gender, disability, religion, age, sexual orientation, or other protected characteristics.

Inclusion: Creating an environment where all individuals feel welcomed, respected, supported, and valued.

4. Policy Statement

- Kingswood Sports CIO is committed to promoting equality and diversity in all its activities.
- The Charity will not tolerate discrimination, harassment, or victimisation.
- All individuals will be treated with dignity and respect, and differences will be valued.

5. Legal Framework

This policy is guided by and complies with the following legislation:

- Equality Act 2010
- Human Rights Act 1998
- Rehabilitation of Offenders Act 1974
- Other relevant UK legislation and international conventions

6. Responsibilities

Board of Trustees:

- Ensure the implementation and review of this policy.
- Promote equality and diversity in all aspects of the Charity's activities.
- Provide leadership and support for equality and diversity initiatives.

Employees and Volunteers:

- Uphold and promote the principles of equality and diversity.
- Report any incidents of discrimination, harassment, or victimisation.
- Participate in equality and diversity training and initiatives.

Managers and Supervisors:

- Ensure that their teams are aware of and comply with this policy.
- Address any issues or concerns related to equality and diversity promptly and effectively.

7. Recruitment and Selection

1. Equal Opportunities:

- Recruitment and selection processes will be fair, transparent, and merit-based.
- Job descriptions and advertisements will reflect the necessary skills and qualifications without bias.

2. Accessibility:

- Efforts will be made to accommodate the needs of applicants with disabilities.
- Ensure that all stages of the recruitment process are accessible to everyone.

8. Training and Development

1. Training:

- Provide regular training on equality and diversity to all employees and volunteers.
- Ensure that training programs are inclusive and accessible.

2. Development Opportunities:

- Promote equal access to training and development opportunities.
- Support the career progression of underrepresented groups.

9. Service Delivery

1. Inclusive Services:

- Ensure that services are accessible and meet the diverse needs of beneficiaries.
 - Regularly review and adapt services to promote inclusivity.
2. **Feedback:**
- Encourage feedback from beneficiaries on how services can be improved.
 - Address any concerns or suggestions promptly.

10. Addressing Discrimination

1. **Reporting:**
- Provide clear procedures for reporting discrimination, harassment, and victimisation.
 - Ensure that all reports are taken seriously and investigated promptly.
2. **Investigation:**
- Conduct thorough and impartial investigations into complaints.
 - Take appropriate action based on the findings of the investigation.
3. **Support:**
- Offer support to individuals who have experienced discrimination, harassment, or victimisation.
 - Ensure confidentiality and protect the privacy of those involved.

11. Monitoring and Review

- The implementation and effectiveness of this policy will be monitored regularly.
- The policy will be reviewed annually by the Board of Trustees.
- Feedback from trustees, employees, volunteers, and beneficiaries will be considered in the review process.

12. Contact Information

For any queries or assistance regarding this policy, please contact:

Chair of the Board of Trustees:

Sarah Weichardt

(sarah.weichardt@kingswoodsports.co.uk)

Approved by:

Sarah Weichardt

Chair of the Board of Trustees

Kingswood United CIO

This policy ensures that Kingswood Sports CIO promotes equality and diversity, creating an inclusive environment where all individuals are treated fairly and respectfully.