

2020 Equality and Diversity Policy

Our aims:

This policy outlines our commitment to promoting equality and diversity within 2020 Community Sport in relation to employees, volunteers and to those groups and individuals that it provides services to. This is initially demonstrated in the wording of our articles of association and our inclusive mantra " yes we can"

We consider that equality means breaking down barriers, eliminating discrimination and ensuring equal opportunities and access for all groups and individuals in employment, and services provided. We consider diversity to mean celebrating difference and valuing everyone. Each person is an individual with visible and non visible differences and by respecting this everyone can feel valued for their contributions which is beneficial not only for the individual but also for 2020 Community Sport. We acknowledge that equality and diversity are not inter-changeable but inter-dependent. There can be no equality of opportunity if difference is not valued and harnessed

2020 Community Sport will seek to safeguard those who may face inequality or harassment due to one or more of the nine "protected characteristics ". These are protected from discrimination under the Equality Act 2010. They are:

1. Age

2. Disability

3. Sex

4. Sexual Orientation

5. Race

6. Religion or belief

7. Gender reassignment

8. Marriage or civil partnership

9. Pregnancy and maternity

How will 2020 Community Sport deal with reported incidents

- Support will be provided to employees/volunteers by ensuring that due diligence is paid to equality and diversity within recruitment, training, promotion policies and procedures

- By ensuring that they are familiar with this policy at induction and that they are aware of and adhere to the Code of Conduct for coaches at all times.

- By ensuring that any reported incidents are investigated objectively

- By ensuring that we will listen carefully to them and support them both internally and extern-ally

- Support will also be provided to participants/parents/guardians by careful listening to all of those involved

- Any reported incidents will be investigated objectively and action to be taken discussed with them

- Provide information on our relevant policies that are available such as Coaches Code of Conduct; Safeguarding; and Anti Bullying

- Provide information on any relevant support etc that is available

Named person within 2020 Community Sport CIC with responsibility for this issue is Neil Wheeler

Agreed on Friday 29th November 2019

To be updated November 2021