



Equality, Diversity and Inclusion Policy

This policy applies to all Time4Sport led services, excluding school managed services, where we will follow the school's individual policy.

A) Introduction

1. Policy Statement

Time4Sport is committed to promoting equality, diversity, inclusion and fairness in all aspects of our work.

We believe that every individual should be treated with dignity, respect and fairness regardless of their age, disability, gender reassignment, marriage or civil partnership status, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

We are committed to creating an inclusive environment where everyone feels welcomed, valued, respected and able to participate fully in employment, training, activities and services.

We will not tolerate discrimination, harassment, bullying, victimisation or any form of unlawful treatment.

2. Scope

This policy applies to:

- Employees
- Volunteers
- Contractors
- Agency workers
- Coaches and activity leaders
- Children attending our services
- Parents, carers and families
- Service users, customers and visitors

The policy applies to all aspects of employment and service delivery including recruitment, selection, training, promotion, pay, development opportunities, activities, events and customer interactions.

3. Responsibility

The Compliance Officer has responsibility for implementing, monitoring and reviewing this policy.



However, equality, diversity and inclusion are everyone's responsibility. All individuals working for or representing Time4Sport are expected to:

- Treat others with dignity and respect.
- Challenge discriminatory behaviour where appropriate.
- Promote inclusive practices.
- Report concerns regarding discrimination, harassment or bullying.

4. Our Commitment

We recognise and value the diverse backgrounds, experiences, perspectives and contributions of all individuals.

We are committed to:

- Providing equal opportunities in employment and service delivery.
- Eliminating unlawful discrimination.
- Encouraging diversity and inclusion.
- Creating an environment where differences are respected and celebrated.
- Ensuring that decisions are based on merit, ability and legitimate organisational needs.

B) Our Commitment as an Employer

Time4Sport will:

- Create a working environment where everyone is treated fairly and respectfully.
- Ensure that no form of bullying, harassment, discrimination or victimisation is tolerated.
- Provide equal access to recruitment, training, development and progression opportunities.
- Review employment practices regularly to promote fairness and inclusion.
- Make reasonable adjustments for disabled applicants and employees.
- Support employee wellbeing and inclusion.
- Promote a culture where concerns can be raised without fear of retaliation.

C) Our Commitment as a Service Provider

Time4Sport aims to provide accessible, inclusive and welcoming services for all children, families and customers.

We will:

- Deliver services fairly and without discrimination.



- Consider and respond to the diverse needs of children, families and communities.
- Make reasonable adjustments wherever possible to enable participation.
- Remove barriers to participation where practicable.
- Promote equality, diversity and inclusion through our activities, programmes and communications.
- Ensure that all children are treated fairly, safely and with respect.

We recognise that some individuals may experience barriers related to language, disability, financial circumstances, caring responsibilities or other personal circumstances. We will seek to address such barriers wherever reasonably possible.

D) Safeguarding and Equality

Time4Sport recognises that discrimination, prejudice, bullying and harassment can negatively impact the welfare and wellbeing of children.

Any equality-related concerns that raise safeguarding issues will be managed in accordance with the Time4Sport Safeguarding and Child Protection Policy.

Discriminatory behaviour, hate incidents or harassment involving children will be taken seriously and addressed promptly.

E) Policy Statements

Age

We will:

- Ensure that people of all ages are treated with dignity and respect.
- Provide equal access to opportunities and services.
- Challenge age-related stereotypes and assumptions.

Disability

We will:

- Make reasonable adjustments wherever possible.
- Promote accessibility and inclusion.
- Challenge discriminatory assumptions about disability.
- Improve access to information and communication where practicable.
- Encourage participation by disabled children, families, employees and service users.

Race and Ethnicity



We will:

- Challenge racism and racial discrimination.
- Respond promptly and sensitively to racist incidents.
- Promote equality of opportunity regardless of race, nationality or ethnic origin.
- Celebrate cultural diversity and inclusion.

Sex and Gender Reassignment

We will:

- Challenge gender stereotypes and discrimination.
- Promote equal opportunities for all.
- Support transgender and gender-diverse individuals.
- Ensure that individuals are treated with dignity and respect in accordance with their gender identity.

Sexual Orientation

We will:

- Support LGBTQ+ inclusion.
- Ensure services and employment practices are inclusive.
- Challenge homophobic, biphobic and discriminatory behaviour.
- Promote respect for all sexual orientations.

Religion or Belief

We will:

- Respect and accommodate religious beliefs and observances where reasonably practicable.
- Promote mutual respect between people of different beliefs.
- Ensure no one is disadvantaged because of their religion or belief.

Pregnancy and Maternity

We will:

- Ensure individuals are treated fairly and respectfully during pregnancy and maternity leave.
- Support employees throughout pregnancy and maternity-related absence.
- Prevent discrimination related to pregnancy or maternity.

Marriage and Civil Partnership



We will:

- Ensure individuals are treated fairly regardless of their marital or civil partnership status.
- Challenge discriminatory assumptions and stereotypes.
- Promote equality of opportunity for all.

Complaints, Concerns and Breaches

Time4Sport has procedures that enable employees, volunteers, parents, carers, children and service users to raise concerns, complaints or grievances where they believe they have been treated unfairly.

Any complaint will be investigated fairly and confidentially in accordance with the relevant Company procedures.

Breaches of this policy may result in disciplinary action, termination of contracts, removal from activities or other appropriate action.

Monitoring and Review

Time4Sport will monitor the effectiveness of this policy and review it annually, or sooner where legislation, guidance or operational requirements change.