



Equality and Diversity Policy

This policy applies to all Trustees, staff, volunteers, management committee members, service users and the general public.

Policy Statement

Equality and diversity are central to the work of The Charity. Disability Sports Coach is committed to complying with the Equalities Act 2010, and with such other Acts and statutory requirements furthering equality of opportunity for all as they apply to its charitable activities.

The Charity will treat all people with dignity and respect, valuing the diversity of all. It will promote equality of opportunity and diversity. It will eliminate all forms of discrimination on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, sexual orientation, or any other factor irrelevant to the purpose in view. It will tackle social exclusion, inequality, discrimination and disadvantage.

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery. The Charity's goal is to work towards a just society free from discrimination, harassment and prejudice. The Charity aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

Aims & Objectives

The Charity aims to:

- Provide services that are accessible according to need
- Promote equality of opportunity and diversity in volunteering and employment
- Create effective partnerships with all parts of our community

The Charity's objectives are:

- Regularly evaluating and continually improving its services to ensure equality and diversity principles and best practice are embedded to meet the needs of stakeholders
- Working together with stakeholders to provide accessible and relevant service provision that responds to service users' needs
- Ensuring staff, volunteers and trustees are representative of the community served and the employment policies are fair
- Responding to volunteer's & employees' needs and encouraging their development to increase their contribution to effective service delivery

- Recognising and valuing the differences and individual contribution that all people make to The Charity
- Challenging discrimination
- Being accountable

Rights of Disabled People

The Charity attaches particular importance to the needs of disabled people. Under the terms of this policy, managers are required to:

- Make reasonable adjustment to maintain the services of an employee who becomes disabled, for example, training, provision of special equipment, reduced working hours. (NB: managers are expected to seek advice and guidance from external agencies where appropriate to maintain disabled people in employment)
- Include disabled people in training/development programmes
- Give full and proper consideration to disabled people who apply for jobs, having regard to making reasonable adjustments for their particular aptitudes and abilities to allow them to be able to do the job.

Responsibility for Implementation

This policy covers the behaviour of all people employed or volunteering in The Charity or using the services and sets out the way they can expect to be treated in turn by The Charity. The overall responsibility for ensuring adherence to and implementation of this policy lies with the Trustees, staff and the management committee.

Monitoring and Reviewing

The Charity has declared its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity. Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress. The Senior Management Team will review the policy annually.