

EQUITY & INCLUSION POLICY

OBJECTIVES:

Boldmere SC is committed to treat everyone equally within the context of their activity, regardless of sex, ethnic origin, religion, disability, age, sexual orientation or political persuasion.

Boldmere SC will ensure that equity (*see below*) is incorporated in all aspects of **Boldmere SC's** activities, and recognises and adopts the Sport England definition of Sports Equity:

Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society, whatever their age, ability, gender, race, ethnicity, sexuality or socio-economic status.

Boldmere SC is committed to everyone having the right to enjoy their sport in an environment free from threat of discrimination, intimidation, harassment and abuse.

All **Boldmere SC** members have a responsibility to challenge discriminatory behaviour and promote equality of opportunity.

Boldmere SC will deal with any incidence of discriminatory behaviour seriously, according to the club disciplinary procedures.

Boldmere SC is committed to encouraging membership from all sectors of the community.

To achieve the above we undertake to:

- 1) Promote an open and honest culture that values diversity.
- 2) Communicate widely, ensuring that our messages can be understood and appreciated by all.
- 3) Positively encourage the involvement of all people, regardless of their gender, race, disability, age and social background.
- 4) Work to redress the effects of discrimination.
- 5) Change attitudes and working practices to ensure that everyone can feel a valued member of **Boldmere SC**.

TEACHERS AND COACHES:

In our training and development of **Boldmere SC** Teachers and Coaches, we will strive to ensure that they:

- 1) Establish and implement professional and ethical values and practice.
- 2) Promote and apply the principals and practices of equal opportunities
- 3) Promote positive images of people with Special needs.
- 4) Have a commitment to providing entitlement and access to all their professional activities.
- 5) Encourage high expectations and standards of achievement from all they teach.
- 6) Involve everyone in meaningful and appropriate activity to ensure a quality experience.
- 7) Help everyone to achieve their full potential.

VOLUNTEERS:

In the implementation of their duties, we will expect **Boldmere SC** Volunteers to:

- 1) Adopt, promote and practice the values of the ASA and **Boldmere SC**.
- 2) Ensure that participation can be enjoyed by all.
- 3) Provide meaningful and appropriate experiences for all **Boldmere SC members**, which recognise and value the diversity of the participants.
- 4) Actively encourage the participation and involvement of people from disadvantaged groups of the community.

The Committee of **Boldmere SC** will review this policy at regular intervals to ensure that it is effective and is achieving its stated objectives.