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## UNITY SPORTS COLLECTIVE CIC

### EQUALITY, DIVERSITY & INCLUSION POLICY

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#### 1. Policy Statement

Unity Sports Collective CIC is committed to promoting equality, diversity, inclusion, dignity, and respect in all aspects of our work.

We believe every child, young person, staff member, volunteer, parent/carer, and community member should feel welcomed, valued, safe, and included regardless of their background, identity, or personal circumstances.

We are committed to creating an environment that:

- Promotes fairness and equal opportunity
- Celebrates diversity
- Challenges discrimination and prejudice
- Encourages participation and belonging
- Supports inclusion and accessibility
- Respects the experiences and identities of all individuals

This policy applies to all activities, programmes, services, staff, volunteers, participants, and representatives of Unity Sports Collective CIC.

#### 2. Purpose

The purpose of this policy is to:

- Promote equality and inclusion across all organisational activities
- Prevent discrimination, harassment, victimisation, and exclusion
- Ensure services are accessible and inclusive
- Promote positive relationships and mutual respect
- Support the wellbeing and participation of children and young people from diverse communities
- Ensure fair treatment in recruitment, volunteering, and participation opportunities

#### 3. Our Commitment

Unity Sports Collective CIC will:

- Treat all individuals fairly and with respect
- Provide inclusive and welcoming activities
- Encourage participation from underrepresented and marginalised groups
- Challenge discriminatory language or behaviour

- Promote cultural understanding and positive community relationships
- Make reasonable adjustments where possible to support participation
- Ensure policies and procedures reflect equality and inclusion principles
- Promote safe and respectful environments for everyone

#### 4. Protected Characteristics

Unity Sports Collective CIC recognises the protected characteristics under the Equality Act 2010, including:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Discrimination relating to any protected characteristic will not be tolerated.

#### 5. Types of Discrimination

Unity Sports Collective CIC will not tolerate:

- Direct discrimination
- Indirect discrimination
- Harassment
- Bullying
- Victimisation
- Hate incidents
- Offensive language or behaviour
- Exclusion based on identity or background

Any concerns will be taken seriously and addressed appropriately.

#### 6. Inclusion and Accessibility

We are committed to making our activities as accessible and inclusive as possible.

This may include:

- Considering individual needs and barriers to participation
- Making reasonable adjustments where possible
- Promoting inclusive language and behaviour
- Supporting participation from children and young people with additional needs
- Creating safe and welcoming spaces for all participants

Unity Sports Collective CIC recognises that some individuals may face additional barriers due to social inequality, poverty, trauma, discrimination, disability, or other life experiences.

## 7. Working with Children and Young People

Unity Sports Collective CIC is committed to:

- Providing safe and inclusive opportunities for all young people
- Promoting positive relationships and teamwork
- Challenging bullying, exclusion, or discriminatory behaviour
- Supporting emotional wellbeing and confidence
- Encouraging participation regardless of ability, background, or experience

We recognise the importance of culturally sensitive and trauma-informed practice when working with children and families.

## 8. Recruitment and Volunteers

Unity Sports Collective CIC will seek to ensure fair and inclusive recruitment and volunteering opportunities.

Recruitment decisions will be based on:

- Skills
- Experience
- Suitability for the role
- Commitment to safeguarding and inclusion

We aim to create opportunities for people from diverse backgrounds to participate in volunteering, coaching, and leadership roles.

## 9. Responsibilities

### Director / Management Responsibilities

The Director and management team are responsible for:

- Promoting equality and inclusion across the organisation
- Ensuring policies and procedures reflect inclusive practice
- Responding appropriately to concerns or complaints
- Monitoring the effectiveness of this policy
- Promoting respectful and professional conduct

### Staff, Coaches and Volunteers Responsibilities

All staff, coaches, and volunteers must:

- Treat others with dignity and respect
- Promote inclusive and positive environments

- Challenge discriminatory or inappropriate behaviour
- Follow organisational policies and procedures
- Report concerns appropriately

### Participants Responsibilities

Children and young people are expected to:

- Respect others
- Use appropriate language and behaviour
- Promote inclusion and teamwork
- Avoid bullying, harassment, or exclusion

## 10. Reporting Concerns

Any concerns relating to discrimination, bullying, harassment, or exclusion should be reported to the designated lead or management representative.

Concerns will be:

- Taken seriously
- Managed fairly and sensitively
- Recorded appropriately where necessary
- Responded to in line with organisational procedures

Safeguarding concerns should also be reported in accordance with the Safeguarding Policy.

## 11. Monitoring and Review

Unity Sports Collective CIC will review this policy annually and monitor its effectiveness through:

- Feedback from participants and families
- Staff and volunteer feedback
- Incident reporting
- Review of participation and engagement

The organisation is committed to continuous learning and improvement in relation to equality, diversity, and inclusion.

## 12. Related Policies

This policy should be read alongside:

- Safeguarding Policy
- Health and Safety Policy
- Code of Conduct
- Complaints Policy

- Data Protection Policy
- Risk Assessment Procedure

## 14. Adoption of Policy

Carlos Lerma  
Founder/Director  
Unity Sports Collective (USC)

Adopted on:	June 2025
Review on:	June 2026