



Equality and Diversity Policy for Ace Sports Coaching.

Location: Ace Sports

Policy Created By: Nick McGowan

Policy Date: September 2024

Review Date: September 2025

1. Policy Statement

At Ace Sports Coaching, we are committed to promoting equality, diversity, and inclusion within our childcare and sports provision. We believe that every child, parent, staff member, and visitor should be treated with dignity and respect, regardless of their background, beliefs, or abilities. We are dedicated to creating an inclusive environment where all individuals feel valued and are given equal opportunities to thrive.

2. Aims and Objectives

- **Promote Equality:** Ensure that all children, staff, and visitors are treated equally, without discrimination on the grounds of race, ethnicity, gender, age, disability, religion, sexual orientation, or any other protected characteristic under the Equality Act 2010.
- **Foster Diversity:** Celebrate and embrace the diverse backgrounds and experiences of individuals, recognising that diversity strengthens our community and enriches the experiences of all.
- **Prevent Discrimination:** Actively prevent and tackle any forms of direct or indirect discrimination, harassment, or victimisation.
- **Provide Equal Opportunities:** Ensure all children have access to the same high-quality care and educational opportunities, and all staff are treated fairly in recruitment, training, and professional development.

3. Scope of the Policy

This policy applies to all staff, children, parents, visitors, volunteers, and contractors involved in the activities and services of Ace Sports Coaching. It covers all aspects of service delivery, including admissions, learning, play activities, and employment practices.

4. Legal Framework

This policy is aligned with the following UK legislation and guidance:

- **Equality Act 2010**
- **Human Rights Act 1998**
- **Children Act 1989 and 2004**
- **Special Educational Needs and Disability Act 2001**
- **Ofsted Framework and Standards**

5. Principles of Equality and Diversity

- **Fairness and Respect:** Everyone at Ace Sports Coaching will be treated fairly and with respect, regardless of their background or characteristics.
- **Inclusive Practice:** We will strive to meet the diverse needs of children and staff by providing an inclusive environment, free from barriers to participation or development.
- **Positive Role Models:** We will promote positive attitudes toward diversity, with staff acting as role models to encourage understanding and acceptance.
- **Zero Tolerance for Discrimination:** Any form of discrimination, harassment, or bullying will not be tolerated. Any incidents will be investigated and addressed in line with our complaints and disciplinary procedures.

6. Implementation and Practice

6.1 Admissions

- **Non-Discriminatory Admissions:** Our admissions policy is inclusive and non-discriminatory. We welcome all children, regardless of race, disability, religion, gender, or any other characteristic, provided we can meet the child's individual needs.
- **Special Educational Needs (SEN):** We will make reasonable adjustments to support children with SEN or disabilities and ensure they can access all services and participate in all activities.

6.2 Curriculum and Activities

- **Inclusive Learning:** We will provide a broad and balanced curriculum that reflects and celebrates the diversity of our community. Activities will be designed to be accessible and engaging for all children, regardless of their background or abilities.
- **Cultural Awareness:** We will incorporate multicultural themes into activities and resources, helping children to understand and appreciate different cultures and perspectives.
- **Avoiding Stereotypes:** We will avoid the use of stereotypes and ensure that all children are encouraged to explore their interests, talents, and abilities freely.

6.3 Recruitment and Employment

- **Equal Opportunities in Employment:** Recruitment, promotion, and development opportunities at Ace Sports Coaching will be based solely on merit, skills, and qualifications. We will not discriminate based on age, disability, gender, race, religion, or other protected characteristics.
- **Diverse Workforce:** We encourage applications from individuals of all backgrounds, ensuring that our staff reflect the diversity of the communities we serve.

- **Reasonable Adjustments:** We will make reasonable adjustments to accommodate the needs of employees with disabilities and ensure that our workplace is accessible to all.

6.4 Training and Development

- **Staff Training:** All staff will receive regular training on equality and diversity to ensure they understand their responsibilities and can promote inclusive practices.
- **Continued Professional Development:** We will ensure that all staff have equal access to training and development opportunities to enhance their skills and career progression.

6.5 Support for Children and Families

- **Inclusive Environment:** We will provide a welcoming and supportive environment for all families, recognising the diverse needs and experiences of parents and carers.
- **Working with Parents:** We will work in partnership with parents to meet the needs of their children and ensure that any concerns about equality and inclusion are addressed promptly.

7. Roles and Responsibilities

- **All Staff:** All staff members are responsible for promoting equality and diversity in their day-to-day activities. They must challenge discriminatory behaviour and report any concerns to the management.
- **Management Team:** The management team is responsible for ensuring the effective implementation of this policy, providing training, and reviewing policies and practices to ensure compliance with equality legislation.
- **Parents and Visitors:** We expect all parents and visitors to support the principles of this policy and treat others with respect and fairness. Any behaviour that violates these principles will not be tolerated.

8. Dealing with Discrimination and Complaints

- **Reporting Discrimination:** Any incidents of discrimination, harassment, or victimisation must be reported to a senior staff member or the designated Equality Officer immediately.
- **Investigation and Resolution:** All complaints will be taken seriously and investigated in line with Ace Sports Coaching's complaints procedure. Appropriate action will be taken to address any issues and prevent recurrence.
- **Support:** Support will be provided to any child, staff member, or parent affected by discriminatory behaviour, ensuring their concerns are addressed in a safe and confidential manner.

9. Monitoring and Review

- **Monitoring Practices:** We will regularly monitor our practices to ensure that this policy is being implemented effectively and that we continue to promote equality and diversity across all aspects of the business.
- **Annual Review:** This policy will be reviewed annually, or sooner if there are changes to legislation or identified areas for improvement.

Next Review Date: September 2025
Policy Reviewed By: Nick McGowan