

Swift Sports Coaching Inclusion, Equality & Diversity policy

Policy Review

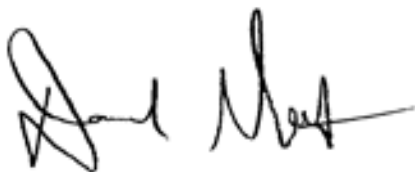
The responsibility for the review and maintenance of this policy is assigned to Daniel Meek, Managing Director. This policy will undergo an annual review.

Start date of Policy: August 2017

Date of last review: September 2024

Date of next review: September 2025

Signed



Daniel Meek
Managing Director
Swift Sports Coaching Ltd

Swift Sports Coaching is firmly committed to fostering an inclusive workplace where everyone is treated with respect and has equal opportunities for advancement, regardless of race, gender, ethnicity, sexual orientation, religion, age, disability, or any other protected characteristic. We actively promote diversity in our workforce and strive to create a culture where all voices are heard and valued, ensuring fair treatment in recruitment, development, and promotion practices.

Swift Sports Coaching believe that all children, staff and parents/carers should be equally valued and therefore endeavour to promote equality of opportunity and outcomes, and to help develop an environment and personal development opportunities where all children can flourish and feel safe. We have a shared responsibility to ensure positive attitudes to diversity and difference—not only so every child is included and not disadvantaged, but also so they learn from the earliest age to value diversity in others and grow up making a positive contribution to society. We will ensure that we provide a secure and caring environment, free from discrimination, for everyone in our community including children with additional needs.

The key characteristics of groups protected are as follows:

- Gender
- Race
- Marital status including civil partnership
- Pregnancy and maternity
- Disability
- Age
- Sexual orientation
- Religion or belief
- Gender reassignment

We affirm that;

- ☐ All people are of equal value
- ☐ We recognise, respect and value difference and understand that diversity is a strength
- ☐ We foster positive attitudes and relationships
- ☐ We foster a shared sense of cohesion and belonging
- ☐ We have the high expectations of children attending our organisation
- ☐ We promote high standards for all children
- ☐ We observe good equalities practice for our staff and act as positive role models

To achieve the course objective is to create an environment free from discrimination and welcoming to all, the course will:

- ☐ Respect the different racial origins, religions, cultures and languages in a multi-ethnic society so that each child is valued as an individual without racial or gender stereotyping.
- ☐ Not discriminate against people on the grounds of disability, sexual orientation, class, family status and HIV/Aids status.
- ☐ Help all to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities.
- ☐ Strive to ensure that everyone connected with our organisation feel good about themselves and others, by celebrating the differences which make us all unique individuals.
- ☐ Ensure that its services are available to all parents/carers and children in the local community.
- ☐ Work to fulfil all the legal requirements of the Equality Act 2010.

Racial harassment

Swift Sports Coaching will not tolerate any form of racial harassment. The staff will challenge racist and discriminatory remarks, attitudes and behaviour from the children, from staff and from any other adults on the premises (e.g. parents/carers collecting children).

Equal Opportunities

Swift Sports Coaching ensure that:

- ☐ The Equal Opportunities policy is consistent with current legislation and guidance
- ☐ Appropriate action is taken wherever discriminatory behaviour, language or attitudes occur.
- ☐ We will promote and foster a culture of equality, using our roles to empower and teach all connected with Swift Equality, Inclusion and Diversity.
- ☐ We will celebrate differences, diversity and teach about cultural beliefs and historical contexts to promote positive attitudes and understanding
- ☐ We will model the important of equality, inclusion and diversity within our workforce and the settings we work within
- ☐ We will work together with settings to promote equality, diversity and inclusion
- ☐ We will create bespoke and individual plans to meet the needs of our learners, so that they can access their full potential and education.

Recruitment and Selection

1) The recruitment and selection process is vital to our commitment to equal opportunities. Swift is dedicated to providing appropriate training to ensure that employees involved in selection and recruitment decisions do not engage in discrimination, either consciously or unconsciously.

2) Promotions and advancements will be awarded based on merit, and all related decisions will be made in alignment with the principles of this policy.

3) Job descriptions will be reviewed regularly to ensure compliance with our equal opportunities policy. Personnel specifications will accurately reflect the job requirements.

4) Swift will maintain a consistent, non-discriminatory approach in advertising vacancies.

5) Our recruitment efforts will not be limited to specific areas or media sources that predominantly yield applicants from a particular group.

6) All applicants seeking employment with Swift Sports Coaching will receive equitable treatment and will be evaluated solely on their qualifications for the position.

7) Employees involved in the recruitment process will periodically review their selection criteria to ensure they are relevant to the job requirements and do not lead to unlawful discrimination.