



## **DIVERSITY and INCLUSION POLICY**

### **POLICY STATEMENT**

The Multi Sports Club's purpose is to work with people with a learning disability and physical disability to enable them to participate in healthy recreation by organising or providing coaching and training to enable, assist and encourage club members to play team games and sports and dance.

The Multi Sports Club makes use of the talents and resources of all our Committee, members, employees, and volunteers. We aim to be a diverse organisation, where individual differences are recognised and valued and where discriminatory attitudes and practices are challenged.

Diversity refers to the broad range of visible and non-visible differences that characterise people. Some of these qualities include race, age, colour, ethnic or national origin, religion/community background, political belief, sex, disability, appearance, sexuality, responsibility for dependents, marital status, HIV status and work style.

In carrying out this Policy, the Management Committee of the Multi Sports Club will:

- Comply with the relevant anti-discriminatory legislation and challenge any discriminatory practice we become aware of.
- Make every effort to attract people from all sections of the community,
- In confidence, collect and monitor data on sex, age, ethnic origin and disability of all club members, volunteers and committee members.
- Take seriously and investigate urgently any alleged discrimination or harassment.
- Ensure that our services are relevant and accessible to all those who use them or seek to use them
- Provide advice and support to our club members, coaches and volunteers about promoting an environment which is inclusive and trusting and where good relations are promoted.
- Review and evaluate this Policy annually. A Policy Review may also be necessary if the policy is found to be deficient before the review date or if new legislation is brought in which affects this policy.

## EMPLOYMENT AND VOLUNTEERING POLICIES

We are committed to treating individuals solely according to their ability to meet the requirements of the club. This will ensure that in all aspects club members, coaches and volunteers are treated as diverse individuals.

To achieve this we will:

- Attract and select high calibre coaches and volunteers from all sections of the community.
- Monitor procedures to ensure that we are fair and that people are considered solely on the basis of merit and ability
- Develop and implement action plans to address any inequalities which become apparent from our monitoring.
- Ensure that club members and volunteers are developed and encouraged to achieve their full capacity and potential.
- Promote conditions and environments where innovation, teamwork and participation can flourish.

## SERVICES

We are committed to achieving equality of opportunity in access to our services. We wish to ensure that our services are welcoming to all people with a learning disability, their families and carers, and reflect the communities they serve.

To achieve this we will:

- Build close links with all sections of the community in all areas of operation and actively encourage those groups to benefit from our services.
- Be aware of our commitment to equal opportunities when appointing coaches to work with club members or when entering into partnerships.
- Ensure that coaches and volunteers are aware of the needs and sensitivities of all club members.
- Understand potential barriers to accessing our services and take measures to remove them.
- Investigate urgently any claim of discrimination or harassment.

FAILURE TO ADHERE TO THE POLICY

We will strive to protect club members, coaches and volunteers from discriminatory behaviour by any individual or groups within the organisation. Allegations of discriminatory behaviour on the part of coaches, members or volunteers will be investigated and dealt with by the management committee.

#### RESPONSIBILITIES OF ALL MEMBERS OF COMMITTEE, COACHES AND VOLUNTEERS

All Committee members, coaches and volunteers are expected to support the work within the Multi Sports Club's Diversity and Inclusion Policy.

All Committee members, coaches and volunteers will:

- Contribute to a working environment where all are treated with dignity and respect.
- Not harass, abuse or intimidate other employees/volunteers, potential employees/volunteers, club members, potential club members or visitors.

**Reviewed June 2026**