



Equal Opportunities Policy

Policy Statement and Purpose

Redgate Sports (referred to as “the Charity”) is fully committed to promoting equality, diversity, and inclusion in every aspect of our work—as an employer, a service provider, and a partner in the community.

We value and celebrate the diversity of everyone involved with the Charity and are committed to ensuring that no one is treated less favourably on the basis of any Protected Characteristic, as defined by the Equality Act 2010:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

We are also committed to preventing discrimination on any other grounds that are or may become unlawful in the UK, and to actively promoting inclusive practices across our workforce, services, and partnerships.

This policy supports our broader aim of delivering safe, inclusive and equitable services to our:

- Staff and volunteers – including employees, coaches, interns and trustees
- Referring partners – including schools, local authorities, youth services, and education or health professionals
- Customers – including parents, carers, and the children or young people who access our activities and support

Note: This policy is non-contractual and may be updated or amended by the Charity at any time.

Who This Policy Applies To

This policy applies to everyone who represents or engages with the Charity, including:

- All employees (full-time, part-time, permanent, temporary, and fixed-term)
- Volunteers, interns, coaches, and freelance contractors
- Trustees and directors
- Job or volunteer applicants
- Customers – children, young people, parents, carers and families using our services
- Referring partners – such as schools, local authorities, and health or education professionals

The Charity expects all individuals to uphold the principles of this policy, treating others with fairness, dignity, and respect in all interactions.

Our Commitments

We are committed to:

- Providing equal access to opportunities for employment, volunteering and service participation
- Delivering services that are welcoming and inclusive for all children, families, and partners
- Working with referring partners in a fair, transparent and respectful manner
- Making decisions based on merit and legitimate organisational need
- Promoting inclusion and removing barriers to access
- Making reasonable adjustments to support disabled individuals and those with additional needs
- Tackling discrimination, harassment and victimisation wherever it arises
- Creating a culture that actively values diversity and challenges stereotypes

Responsibility for Equal Opportunities

Overall Responsibility

The Board of Trustees is responsible for ensuring the Charity complies with its legal duties relating to equality and inclusion.

Operational Responsibility

The CEO is responsible for ensuring this policy is implemented across all day-to-day activities, including services delivered to children and families.

Everyone's Responsibility

Every member of staff, volunteer, and trustee is responsible for:

- Treating colleagues, customers, referring partners and service users with dignity and respect
- Preventing and reporting discrimination or harassment
- Creating an inclusive and welcoming environment for everyone
- Managers have additional responsibilities to:
- Lead by example
- Ensure decisions are fair and lawful
- Take prompt action where concerns are raised

Understanding Discrimination

Direct Discrimination

Treating someone less favourably because of a Protected Characteristic.

Example: Refusing a child a place in a programme because of their ethnicity.

Indirect Discrimination

Applying a rule or requirement that appears neutral but disadvantages people with a Protected Characteristic.

Example: Holding events in venues inaccessible to wheelchair users.

Victimisation

Treating someone unfairly because they made or supported a complaint under this policy.

Harassment

Unwanted conduct that violates someone's dignity or creates a hostile, intimidating or offensive environment. This can be verbal, physical, visual or written.

Respectful Behaviour Across All Relationships

The Charity expects respectful, inclusive behaviour in all working relationships, including with:

- Staff and volunteers

- Children and young people in our care
- Parents and carers
- Referring partners
- Funders, suppliers, and community partners

We will not tolerate any form of bullying, harassment or discrimination—whether aimed at or coming from customers, staff, or external contacts.

Disability Inclusion and Reasonable Adjustments

We are committed to removing barriers that prevent participation by disabled people. If any individual (staff, volunteer, child or carer) has or may have a disability, we will:

- Handle the matter sensitively and confidentially
- Discuss what support or changes may help
- Seek professional advice where appropriate
- Implement reasonable adjustments wherever practical
- Ensure that our services remain accessible to all children and families

Recruitment, Employment and Volunteering

We will ensure our recruitment and selection processes are fair and inclusive.

Those involved in hiring or appointing staff or volunteers must:

- Use objective, job-relevant criteria
- Avoid bias or assumptions
- Not ask about Protected Characteristics unless lawfully required
- Ensure advertising and outreach reaches a diverse audience
- Keep records of decisions where appropriate
- Check all employees' right to work in the UK

All appointments and promotions will be based on merit, not personal characteristics or background.

Training, Development and Progression

We will offer learning and development opportunities that support inclusive practice and encourage progression for all staff and volunteers.

Promotion and progression decisions will be fair, transparent, and based on role performance, skills, and potential.

Fair Access to Working Conditions and Benefits

We will monitor our working conditions and benefits to ensure:

- Equal access for all
- Fair treatment of part-time, fixed-term and flexible workers
- No unnecessary barriers or hidden discrimination
- Parity of treatment across job roles, volunteering roles, and functions

Ending Employment or Volunteering

Redundancy, disciplinary, and dismissal decisions will be made fairly and lawfully.

We will not discriminate—directly or indirectly—in any decision to end an employment or volunteering arrangement.

Reporting Concerns or Incidents

If you experience or witness discrimination, harassment, or victimisation—whether involving staff, volunteers, referring partners or customers—you are encouraged to:

- Raise the concern informally, if safe to do so
- Submit a formal complaint using our Grievance Procedure
- Speak with the Lead Coach or a Trustee
- All complaints will be taken seriously. We will:
- Investigate promptly and fairly
- Keep matters confidential where possible
- Support anyone raising a concern in good faith
- Protect staff and volunteers from victimisation or retaliation

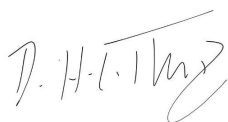
Knowingly making false or malicious allegations may result in disciplinary action.

Breaches of This Policy

Any breach of this policy may lead to disciplinary action, including dismissal or removal from a voluntary role.

In serious cases, individuals may be personally liable under the Equality Act 2010 or related legislation.

This policy is recommended for approval by:



Dan Thorp

Redgate Sports CEO and Welfare Officer

Date: 04/08/25

POLICY REVIEW:

Redgate Sports review all policies every August. Policies may be reviewed and amended more frequently if the need arises. Changes in legislation and guidance or learning from incidents/near miss event may require a review and change to take place.

Policy/ Procedure	Date Last Reviewed	Amendments Made	Date Next Review	Amended By
Equal Opportunities	06.08.23	Addition of Review Procedure	06.08.24	DT
	01.08.24		01.08.25	DT
	04.08.25	Policy renewal to include all stakeholders and updated language	04.08.26	SK

This policy is circulated to all staff annually. The policy is also circulated to all referring partners.

Redgate Sports holds staff training every 6 months and aspects of this policy are included in every training session.

This Policy has been developed by the Redgate Sports team and approved by the Board.