NEWHAM SPORTS CLUB
PROGRESSIO CUM POPULO

POLICIES & PROCEDURES

EQUALITY, DIVERSITY & INCLUSION

POLICY

ADOPTED	NEXT REVIEW	OWNER
01/09/2026	September 2027	Newham Sports Club Board

01 POLICY STATEMENT

Newham Sports Club is committed to equality, diversity and inclusion — among our staff and volunteers, and for every participant and member of the public we work with. We aim for our workforce to be representative of the communities we serve, and for every participant to feel they belong, whatever their background.

02 PURPOSE

1. Provide equality, fairness and respect in employment (paid or voluntary) and in service delivery.
2. Not unlawfully discriminate against anyone because of the Equality Act 2010 protected characteristics: age, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion or belief, sex, or sexual orientation.
3. Actively remove barriers to participation, not just avoid discrimination.

03 OUR COMMITMENTS AS AN EMPLOYER

- Encourage equality, diversity and inclusion in employment, promotion, training and development opportunities.
- Create a working environment free of bullying, harassment, victimisation and unlawful discrimination.
- Take seriously, and act on, any complaint of discrimination, harassment or victimisation by staff, volunteers, participants, or the public.
- Base employment decisions on merit.
- Monitor the make-up of our workforce and review employment practices annually.

04 OUR COMMITMENTS TO PARTICIPANTS

- Design and adapt sessions to be genuinely accessible — including for SEND participants and those with disabilities — not as an afterthought, but from the point activities are planned.
- Make reasonable adjustments where needed (e.g. session format, communication style, timing) so participation isn't limited by cost, culture, gender, or ability.
- Actively address the specific barriers our own consultation data has identified — for example, the need for female-only coaching/mentoring for girls' provision, and financial-hardship support so cost doesn't exclude anyone (a gap already flagged in NSC's own strategy work).
- Never tolerate discrimination, harassment or exclusion of a participant by another participant, coach, or member of staff — see the Anti-Bullying & Behaviour Management Policy for how this is handled in practice.

- Collect equality monitoring data (age, gender, ethnicity, disability) on participants, used only to understand and improve who we're reaching — handled under the Data Protection Policy.

05 RESPONSIBILITY

Every member of staff, coach and volunteer is expected to uphold this policy in how they treat colleagues and participants. Serious breaches are handled as gross misconduct, consistent with the Code of Conduct.

06 REVIEW

Reviewed annually, alongside the rest of this policy set. **Next review: September 2027.**

Staff/volunteer declaration — I have read and understood this policy and agree to work to the standards it sets, treating all colleagues, participants and visitors with respect and dignity.

SIGNATURE _____ PRINT NAME _____ DATE _____

ADOPTION

Approved and formally adopted by the Newham Sports Club Board.

ROLE	NAME	SIGNATURE	DATE
Chair	Naser Mohamed	*Naser Mohamed*	01/09/2026
Treasurer & Deputy Safeguarding Lead	Abdirahman Mohamed	*Abdirahman Mohamed*	01/09/2026
Secretary & Governance Officer	Uthman Sanusi Mohammed	*Uthman Sanusi Mohammed*	01/09/2026

Adoption date: 01/09/2026 · **Next review:** September 2027