

## Equal Opportunities Policy & Procedures

### Introduction

West Midlands Sports Development CIC also referred to as WMSDCIC;

**Accepts** that in society certain groups or individuals are denied equality on the grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social class, sexual orientation and religion/belief or any other factor irrelevant to the purpose in view.

**Welcomes** the statutory requirements laid down in the Equalities Act 2010 and is committed to complying with the Equalities Act 2010 with such other Acts and statutory requirements furthering equality of opportunity for all as also apply to its activities.

**Recognises** that it has moral and social responsibilities that go beyond the provisions of the above-mentioned Acts and Regulations, and that it should support and contribute to the wider process of change through all aspects of its work and practices in order to eliminate discrimination and promote equality and diversity.

**Is committed** to taking positive steps to ensure that:

- All people are treated with dignity and respect, valuing the diversity of all
- Equality of opportunity and diversity is promoted
- Services are accessible, appropriate and delivered fairly to all
- The mix of its employees, volunteers and management committees reflects, as far as possible, the broad mix of the population of its any community in which it operates.
- Traditionally disadvantaged sections of any community in which it operates are encouraged to participate in policy decisions about, and the management of the services provided to that community.

### Policy

This policy applies to all directors, staff, volunteers, management, service users and the general public.

### Commitment

Equality and diversity are central to the work of our community interest company. WMSDCIC will treat all people with dignity and respect, valuing the diversity of all.

- It will promote equality of opportunity and diversity.
- It will eliminate all forms of discrimination on grounds of race, gender, marital status, caring responsibilities, disability, gender re-assignment, age, social

class, sexual orientation, religion/ belief, irrelevant offending background or any other factor irrelevant to the purpose in view.

- It will tackle social exclusion, inequality, discrimination and disadvantage.

For this policy to be successful, it is essential that everyone is committed to and involved in its delivery.

WMSDCIC 's goal is to work towards a just society free from discrimination, harassment and prejudice and aims to embed this in all its policies, procedures, day-to-day practices and external relationships.

## **Aims**

WMSDCIC aims to:

- provide services that are accessible according to need;
- promote equality of opportunity and diversity in volunteering, employment and development;
- create effective partnerships with all parts of any community in which it operates.

## **Objectives**

WMSDCIC's objective is to realise its standards by:

- sustaining, regularly evaluating and continually improving its services to ensure equality and diversity principles and best practice are embedded in our performance to meet the needs of individuals and groups;
- working together with any community in which it operates to provide accessible and relevant service provision that responds to service users' needs;
- ensuring staff, volunteers and directors are representative of the community served and the employment policies are fair and robust;
- responding to volunteer's & employees' needs and encouraging their development to increase their contribution to effective service delivery;
- recognising and valuing the differences and individual contribution that all people make to the community interest company;
- challenging discrimination;
- providing fair resource allocation;
- being accountable.

## **Why have this policy?**

WMSDCIC recognises, respects and values diversity in its employees, volunteers and service users. Further it has this policy because it is a people-led organisation that must always ensure it meets the needs of any community in which it operates through fair and appropriate employment and development of the people who work and volunteer for WMSDCIC.

## **Procedures**

### **Responsibility for implementation**

This policy covers the behaviour of all people employed or volunteering in WMSDCIC or using the services and sets out the way they can expect to be treated in turn by WMSDCIC.

The overall responsibility for ensuring adherence to and implementation of this policy lies with the directors, staff and the management team.

### **Method of implementation**

WMSDCIC intends to implement this policy by:

- ensuring that it is a condition of paid employment in WMSDCIC;
- ensuring that directors, management, staff, volunteers and service users are made aware, understand, agree with, and are willing to implement, this policy. All staff and volunteers will be given a copy of this policy as part of their induction;
- actively encouraging directors, staff, management committee and volunteers to participate in anti-discriminatory training, and making time and resources available for such training;
- monitoring the services, publicity and events provided by WMSDCIC, to ensure that they are accessible to all sections of the population and do not discriminate, and taking active steps to ensure that participation is representative.

### **Monitoring and reviewing**

WMSDCIC has declared its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity. Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress. The management team will review the policy annually.

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