

Equality, Diversity and Inclusion Policy

Intent

Safe Sport International is committed to encouraging equality, diversity and inclusion for all our members, volunteers, associates, contractors, employees and users, plus any other people who are directly affected by our activities, such as members of the public at our events.

The aim is for our trustee board, committee's, and workforce to be truly representative of all sections of society and for each volunteer and staff member to feel respected and able to give their best.

Responsibilities

The SSI Trustee Board has overall responsibility for equality, diversity and inclusion in the organisation, and for ensuring that it fulfils all its legal responsibilities. It recognises that it is the duty of staff and volunteers across the SSI committees to uphold this policy and to:

1. **Provide equality, fairness and respect** for all our volunteers or staff members, whether temporary, part-time or full-time
2. **Not unlawfully discriminate** because of the Equality Act 2010 protected characteristics of: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex, sexual orientation.
3. **Oppose and avoid all forms of unlawful discrimination.** This includes in: pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, selection for employment, promotion, training or other developmental opportunities.

Volunteer and Staff Responsibilities

All volunteers and staff will ensure that they:

- comply with this equality, diversity and inclusion policy;
- encourage equality, diversity and inclusion throughout all SSI internal and external activities and events.

Policy Commitments

Safe Sport International commits to:

1. Create a volunteering and working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all volunteers and staff are recognised and valued.
2. Take seriously reported concerns or incidents of bullying, harassment, victimisation and unlawful discrimination by fellow volunteers, employees, customers, suppliers, partners, visitors, the public and any others in the course of the organisation's work activities.
 - a. Such acts will be dealt with under the organisation's safeguarding procedures, and appropriate action will be taken.
3. Make opportunities for training, development and progress available to all volunteers and staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
4. Make decisions concerning volunteers and staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
5. Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
6. Monitor the make-up of the volunteer and staff workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Policy Review

This policy will be reviewed annually by the Trustee Board.

Document control:

Date	Version	Nature of change(s)
7 March 2024	DRAFT V.1.0	New document created based on the ACAS policy template
13 June 2024	V1	Approved by SSI Trustees