



## **Peak Performance Sports**

### **Equality and Diversity Policy 2023**

#### **Introduction:**

Peak Performance Sports celebrates the diverse cultures, communities and environments that make up our society and the multitude of dimensions that characterise our diversity. We recognise that certain groups face discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation and other unjustified reasons.

We believe that through positive role models and having an all welcome ethos, we support our community to tackle disadvantage and discrimination. By working with Agencies and our Participants we can help shape our future for a more inclusive and progressive society.

Peak Performance Sports is committed to the principle of equality of opportunity for all of its service users, staff, volunteers and trustees and to implementing non-discriminatory practices.

#### **Aim:**

The aim of Peak Performance Sports Equality and Diversity Policy is to integrate consideration of the advancement of equality into the day-to-day business of the organisation and within the sessions we deliver.

#### **Objectives:**

*We will –*

- Promote equality, inclusion and diversity in all areas of our work and influence.
- Make appropriate reasonable adjustments to ensure activities are accessible and promote awareness of the rights and needs of different groups of people.
- Make adjustments, wherever possible and within our financial resources, to enable full participation.
- Comply with all relevant legislation and regulations.

- Have a positive and inclusive workplace culture and environment with a workforce (including volunteers) that broadly reflects the area in which we operate.
- We recognise the need to ensure all service users, staff, volunteers and trustees are fully aware of their own responsibility and will ensure that appropriate training and support is offered.

### **Learning and Development:**

*We will –*

- Establish training programmes for all staff to integrate equality and diversity requirements into selection and assessment processes.
- Integrate equality and diversity into mainstream training and development programmes, and into regular discussion in staff meetings.

### **Communication:**

*We Will –*

- Ensure existing communication channels promote inclusiveness.
- Establish relationships with our customers and support diverse communities.
- Ensure this policy is widely available.

### **Measurement and Monitoring**

The over responsibility of this policy is with the leadership of Peak Performance Sports who are fully committed to implementing this policy.

The policy will be reviewed in line with our other policies on an annual basis.