

Five Star Sports Equality and Diversity Policy

This equality policy enables Five Star Sports to meet its statutory obligations.

This policy sets out our commitment to tackling discrimination and promoting equality of opportunity for all.

At Five Star Sports we will continuously strive to ensure that everyone on our courses is treated with respect and dignity. Each person will be given fair and equal opportunities to develop their full potential with positive regard to gender, ethnicity, cultural and religious background, sexuality, disability or age.

Five Star Sports will actively promote equality in all its forms and foster positive attitudes and commitment to an education for equality.

We aim to achieve this by:

- Treating all those within Five Star Sports (e.g. children, staff, parents and the community) as individuals with their own particular abilities, beliefs, challenges, attitudes, background and experiences
- Creating an ethos which promotes equality and encourages diversity.
- Encouraging everyone to gain a positive self image and high self esteem.
- Having high expectations of everyone involved with Five Star Sports.
- Promoting mutual respect and valuing each others' similarities and differences and facing equality issues openly.
- Identifying and removing all practices, procedures and customs which are discriminatory and replacing them with practices which are fair to all.
- Monitoring, evaluating and reviewing all of the above to secure continuous improvement in all that we do.

ROLES AND RESPONSIBILITIES

This policy outlines the roles and responsibilities of everyone involved and connected with Five Star Sports, so that everyone knows what is expected of them.

Introduction to this equality policy and action plan will be included in induction arrangements for all new staff. Five Star Sports will highlight the duties implied by this policy in the same way as child protection, health and safety and behaviour policies form part of the induction process.

Managing Director

The Managing Director will demonstrate through their personal leadership the importance of this policy. She/he will ensure that all staff are aware of the policy and understand their role and responsibility in relation to this policy. The Managing Director will assess and monitor the impact of the policy through developing an action plan.

Coaches

Coaches will familiarise themselves with this policy and know what their responsibilities are to ensure that the action plan is implemented. They will know the implications of the policy for their planning, coaching and learning strategies as well as for behavioural issues.

Children

Children will share in the development of the policy and be made aware of how it applies to them. They will learn to treat each other with respect and report incidents of discrimination and bullying to an adult.

COMPLAINTS PROCEDURE

If anyone on a Five Star Sports course feels that this policy is not being followed then they should raise the matter with the Managing Director who will facilitate the appropriate action, which may include an investigation and report on the issue. If there is a formal complaint then the Five Star Sports complaints procedure will be used.

Staff recruitment and career development

- Recruitment and selection procedures are consistent with the statutory Employment Law and Equality legislation.
- Everyone involved in recruitment and selection adheres to this Code.
- Steps are taken to encourage people from under represented minority ethnic groups to apply for positions at all levels within Five Star Sports.
- The recruitment and selection process is monitored and reviewed to ensure that discrimination is not taking place and to identify examples of good practice.
- Five Star Sports monitors the employment and professional development of all staff
- Proactive steps are taken to identify, support and provide opportunities for the professional development of all staff
- Individual staff effectiveness in dealing with equality issues is addressed through various line management mechanisms.

