

Sports, Wellness & Recreation CIC (SWR.CIC)

Equity, Diversity & Inclusion (EDI) Policy

Organisation: Sports, Wellness & Recreation CIC (SWR.CIC)

Policy Title: Equity, Diversity & Inclusion (EDI) Policy

Version: 1.0

Approved By: Board of Directors

Effective Date: _____ 9th April 2026 _____

Review Date: Annually

1. Purpose

Sports, Wellness & Recreation CIC (SWR.CIC) is committed to promoting equity, diversity, and inclusion in all aspects of its work.

We believe that everyone should have equal opportunity to participate in sport, wellness, recreation, and community activities regardless of their background, identity, circumstances, or personal characteristics. SPORTS WELLNESS & RECREATION.CIC

We are committed to creating environments where all individuals feel valued, respected, safe, and able to reach their full potential.

2. Legal Framework

This policy is guided by the Equality Act 2010 and reflects SWR.CIC's commitment to:

- Eliminating unlawful discrimination, harassment, victimisation, and bullying.
- Advancing equality of opportunity.
- Promoting fairness and inclusion.
- Fostering good relations between people from different backgrounds and communities.

SWR.CIC will comply with all relevant equality legislation and good practice guidance.

3. Our Commitment

SWR.CIC is committed to:

- Providing safe, welcoming, and inclusive environments.
- Treating all individuals with dignity and respect.
- Promoting fairness and equal opportunity.
- Removing barriers to participation wherever reasonably possible.

- Challenging discrimination, prejudice, and exclusion.
- Encouraging diversity within leadership, volunteering, and participation.
- Supporting individuals from underrepresented and disadvantaged communities.
- Embedding inclusion into all aspects of planning, delivery, and decision-making.

Discrimination, harassment, bullying, victimisation, or exclusion of any kind will not be tolerated.

4. Scope

This policy applies to all SWR.CIC activities, including:

- Sports programmes.
- Wellness activities.
- Community projects.
- Events and competitions.
- Recruitment and selection processes.
- Volunteer engagement.
- Partnerships and collaborations.
- Service delivery.

This policy applies to:

- Directors.
- Staff.
- Volunteers.
- Coaches and session leaders.
- Participants.
- Parents and carers.
- Contractors.
- Partners.
- Anyone representing SWR.CIC.

5. Protected Characteristics

SWR.CIC will not unlawfully discriminate based on any protected characteristic under the Equality Act 2010, including:

- Age

- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

SWR.CIC also recognises that individuals may face barriers due to factors such as socio-economic disadvantage, caring responsibilities, language barriers, or other personal circumstances and will seek to promote inclusion wherever possible.

6. Our Approach to Inclusion

SWR.CIC will:

- Provide accessible and affordable opportunities wherever possible.
 - Make reasonable adjustments for disabled participants, volunteers, and staff.
 - Seek to ensure facilities and venues are accessible.
 - Promote diverse role models and leadership opportunities.
 - Encourage participation from underrepresented groups.
 - Deliver activities that are welcoming to all sections of the community.
 - Challenge discriminatory language, behaviour, or attitudes.
 - Ensure safeguarding and wellbeing remain central to delivery.
 - Work with community partners to reach underserved communities.
 - Consider equality and inclusion when developing new programmes and services.
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7. Accessibility

SWR.CIC is committed to improving accessibility wherever reasonably practicable.

This may include:

- Providing information in accessible formats where possible.
- Considering physical access requirements when selecting venues.
- Making reasonable adjustments for participants with disabilities or additional needs.
- Listening to individuals about their accessibility requirements.

- Seeking to remove barriers that prevent participation.
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8. Recruitment, Volunteering and Leadership

SWR.CIC is committed to fair and inclusive recruitment and volunteer practices.

We will:

- Recruit based on skills, experience, suitability, and organisational need.
 - Promote equal opportunities in volunteering and leadership roles.
 - Encourage applications from individuals from diverse backgrounds.
 - Make reasonable adjustments during recruitment and volunteering processes where appropriate.
 - Ensure decisions are free from unlawful discrimination.
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9. Responsibilities

Directors

Directors are responsible for:

- Promoting EDI throughout the organisation.
- Ensuring this policy is implemented effectively.
- Monitoring compliance with this policy.
- Reviewing the policy annually.

Staff and Volunteers

Staff and volunteers must:

- Treat everyone fairly and respectfully.
- Support inclusive practices.
- Challenge inappropriate behaviour where safe to do so.
- Report concerns relating to discrimination or exclusion.

Participants and Partners

Participants, parents, carers, and partners are expected to contribute to an inclusive environment and treat others with dignity and respect.

10. Reporting Concerns

SWR.CIC encourages individuals to report concerns relating to:

- Discrimination.

- Harassment.
- Bullying.
- Victimisation.
- Exclusion.
- Inappropriate behaviour.

Concerns may be reported:

- Directly to a director.
- Via the SWR.CIC Complaints Procedure.
- By email to swrcic@gmail.com.

All concerns will be treated seriously, handled fairly, and addressed as promptly as possible.

Where concerns involve safeguarding matters, they will be managed in accordance with the SWR.CIC Safeguarding Policy.

11. Monitoring and Review

SWR.CIC will regularly review its activities, policies, and practices to ensure equity, diversity, and inclusion are embedded throughout the organisation.

We will seek feedback from participants, volunteers, staff, and partners to help improve our approach and identify barriers to participation.

This policy will be reviewed annually or sooner if legislation, organisational needs, or best practice guidance changes.

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12. Equality Statement

SWR.CIC welcomes and values people from all backgrounds and is committed to ensuring everyone has the opportunity to participate, contribute, and thrive.

We believe that diversity strengthens our organisation and our communities, and we are committed to creating an environment where everyone feels respected, included, and able to succeed.

Approval

Approved by the Board of Directors of Sports, Wellness & Recreation CIC (SWR.CIC)

Director Name: _____Khalid Walker_____

Signature: _____K.Walker_____

Date: _____9th April 2026_____

Review Date: _____9th April 2027_____

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