



# Athletic Academy

Creating Opportunity Through Basketball

## Company Equality Policy

**CIC Number: 16855982**

**REVIEWED: 23rd February 2026**

**NEXT REVIEW: February 2027**



**Athletic Academy CIC (referred to as “the Company”) is fully committed to equality of opportunity and open access. The Company is committed to ensuring that no participants, staff or volunteer receives less favourable treatment on the grounds of protected characteristics including age, sex, race, disability, religion or belief, sexual orientation, gender reassignment, marriage and civil partnership, pregnancy or maternity.**

This includes commitment to protecting and tackling discrimination and ensuring that no volunteer, staff or participant receives less favourable treatment on the grounds of their protected characteristics of age, sex, race (including colour, nationality, ethnic or national origins), disability, religion or belief, sexual orientation, marriage and civil partnership, gender reassignment, pregnancy and maternity.

The Company will ensure that equality as stated in the Company rules is incorporated in all aspects of its activities and also recognises and adopts the Sport England definition of Sports Equality:

Sports equality is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society, whatever their age, ability, gender, race, ethnicity, sexuality, or socio-economic status.

The Company is committed to everyone having the right to enjoy their sport in an environment free from threat of discrimination, intimidation, harassment, and abuse.

All Company participant, staff and volunteers have a responsibility to challenge discriminatory behaviour and promote equality of opportunity. The Company will deal with any incidence of discriminatory behaviour seriously, according to the Company disciplinary procedures.



## Benefits of Sports Equality:

- Opens sport to all sectors of the community
- Attracts new participant'
- Positive public image
- More revenue
- More potential administrators, leaders, coaches, participants
- Supports Funding applications
- Inclusion: Wherever and whenever possible, all to access the same quality of provision, and if necessary, to use positive action to ensure this:
  - selection.
  - Promote an open and honest culture that values diversity.
  - Communicate widely, ensuring that our messages can be understood and appreciated by all.
  - Positively encourage the involvement of all people, regardless of their gender, race, disability, age and social background.
  - Work to redress the effects of discrimination.
  - Change attitudes and working practices to ensure that everyone can feel a valued participants, staff and volunteer of the Company.

### **Coaches In our training and development will strive to ensure that they:**

- Establish and implement professional and ethical values and practice.
- Promote and apply the principals and practices of equal opportunities
- Promote positive images of people with Special needs.
- Have a commitment to providing entitlement and access to all their professional activities.
- Encourage high expectations and standards of achievement from all they teach
- Involve everyone in meaningful and appropriate activity to ensure a quality experience.
- Help everyone to achieve their full potential.

### **Officials and Administrators In our involvement of officials and administrators we will expect them to:**

- Adopt, promote, and practice the values of the Company.
- Ensure that participation can be enjoyed by all.
- Provide meaningful and appropriate experiences, which recognise and value the diversity of the participants.
- Actively encourage the participation and involvement of people from disadvantaged groups of the community.



## Legislation and Guidance

### Equality Act 2010

This is the cornerstone of anti-discrimination law in the UK.

What it does: Consolidates and replaces previous anti-discrimination laws (e.g., Race Relations Act 1976, Sex Discrimination Act 1975, Disability Discrimination Act 1995).

This includes the latest requirement for employers to take reasonable steps to prevent sexual harassment of their employees.

### Protected characteristics:

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