

Equity, Diversity, and Inclusion (EDI) Statement

At Sport Structures, we are dedicated to fostering an environment where every individual, regardless of background or identity, is treated with respect and dignity. Our commitment to Equity, Diversity, and Inclusion (EDI) is at the core of our operations, guiding our policies, practices, and behaviours.

We firmly believe in promoting equal opportunity and eliminating discrimination in all its forms. Our EDI policy aligns with the Equality Act 2010 and encompasses protection against discrimination based on the 9 protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation), as well as factors such as training or caring status and economic background.

Through our EDI policy, we aim to:

- Create a workplace culture that values diversity and inclusion as fundamental principles of good practice.
- Prohibit all forms of discrimination and harassment, fostering an atmosphere of respect and appreciation for individual differences.
- Lead by example in recruitment practices, championing diversity and ensuring fairness.
- Celebrate diversity through various initiatives and events that showcase the richness of our staff, learners, and communities.
- Provide a supportive and safe environment for all, free from harassment, and take prompt action against any discriminatory behaviour.
- Address complaints of discrimination and harassment seriously and promptly, treating them as misconduct under our grievance and disciplinary procedures.
- Ensure that all staff, learners, and related parties take proactive steps to reduce inequalities and promote inclusion.
- Provide equal access to training, development, and promotion opportunities based on merit.
- Influence the wider sport and physical activity sector to be more diverse and inclusive through sharing learnings and role modelling inclusive behaviours.

Through these commitments, we strive to create an inclusive culture where everyone feels valued, respected, and empowered to reach their full potential. We recognise that diversity is our strength, and by embracing it, we can drive positive change within our organisation and beyond.