

Equality and Diversity Policy

Purpose of this Policy

Super Star Sport are an equal opportunities employer. We are committed to equality of opportunity, providing a service and following practices which are free from unfair and unlawful discrimination.

The aim of this policy is to ensure that no applicant or member of staff receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation, or is disadvantaged by conditions or requirements which cannot be shown to be relevant to performance. It seeks also to ensure that no person is victimised or subjected to any form of bullying or harassment.

We value people as individuals with diverse opinions, cultures, lifestyles and circumstances. All employees are covered by this policy and it applies to all areas of employment including recruitment, selection, training, deployment, career development, and promotion. These areas are monitored and policies and practices are amended if necessary to ensure that no unfair or unlawful discrimination, intentional, unintentional, direct or indirect, overt or latent exists.

All employees, workers or self-employed contractors whether part time, full time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training, or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the Company.

Equality of opportunity, valuing diversity and compliance with the law is to the benefit of all individuals in our Company as it seeks to develop the skills and abilities of its people. While specific responsibility for eliminating discrimination and providing equality of opportunity lies with managers and supervisors, individuals at all levels have a responsibility to treat others with dignity and respect. The personal commitment of every employee to this policy and application of its principles are essential to eliminate discrimination and provide equality throughout the Company.

Our Commitment as an Employer

Super Star Sport is committed to:

- ✦ Creating an environment in which individual differences and the contributions of our staff are recognised and valued
- ✦ Entitling every employee, worker or self-employed contractor to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated
- ✦ Providing training, development and progression opportunities to all staff
- ✦ Understanding equality in the workplace is good management practice and makes sound business sense
- ✦ Reviewing all our employment practices and procedures to ensure fairness.

Our Commitment to Our Customers & Children

Super Star Sport is committed to:

- ✦ Providing opportunities which are open to all regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.
- ✦ Making sure our services are delivered equally and meet the diverse needs of our customers and clients by assessing and meeting the diverse needs of our clients
- ✦ Fully support this policy with senior management to ensure all areas of the business are compliant with this policy
- ✦ Selecting those for employment, promotion, training, or any other benefit purely on the basis of aptitude and ability
- ✦ Monitoring and reviewing this policy annually
- ✦ Having clear procedures that enable our clients, candidates for jobs and employees to raise a grievance or make a complaint if they feel they have been unfairly treated
- ✦ Treating breaches of our equality and diversity policy as misconduct which could lead to disciplinary proceedings
- ✦ Encouraging all staff to come forward with any issues they need Company assistance and understanding with, no matter their background, identity or circumstances.
- ✦ Not discriminate against children on the grounds of disability, sexual orientation, class, family status or HIV/Aids status.
- ✦ Help all children to celebrate and express their cultural and religious identity by providing a wide range of appropriate resources and activities.

- ✦ Strive to ensure that children feel good about themselves and others, by celebrating the differences which make us all unique individuals.

Challenging inappropriate attitudes and practices

We will challenge inappropriate attitudes and practices by engaging children and adults in discussion, by displaying positive images of race and disability, and through our staff modelling anti-discriminatory behaviour at all times.

Racial harassment

Super Star Sport will not tolerate any form of racial harassment. Staff members will challenge racist and discriminatory remarks, attitudes and behaviour from the children in sessions, from staff and from any other adults on premises (eg parents/carers collecting children).

Children with additional needs

Super Star Sport recognises that some children have additional needs or physical disabilities that require particular support and assistance. We will assess the individual needs of each child in consultation with their parents prior to their attendance, and will make reasonable adjustments to ensure that children can access our services and are made to feel welcome.

Where one-to-one support is required we will assist parents in accessing the funding required to provide the additional care.

Special Educational Needs Coordinator

The Club's Special Educational Needs Coordinator (SENCO) is Chaz Degun. The SENCO will:

- ✦ Manage the provision for children with special educational needs or physical disabilities.
- ✦ Be fully trained and experienced in the care and assessment of such children.

All members of staff will assist the SENCO in caring for children with additional needs or physical disabilities.

Equal Opportunity Policy Statements

Regardless of their age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race religion or belief, sex or sexual orientation, we will:

- ✦ Ensure that everyone is treated with respect and dignity.
- ✦ Ensure that everyone is given equal access to our employment, training, development and promotion opportunities.
- ✦ Challenge discriminatory assumptions.
- ✦ Respond swiftly and sensitively to any discriminatory incidents.
- ✦ Provide any reasonable adjustments to ensure disabled people have access to our services and employment opportunities
- ✦ Ensure that no individual is disadvantaged and that we take account of the needs of our employees' pregnancy or maternity
- ✦ Ensure that our employees have the right to the same contractual pay and benefits for carrying out the same work, work rated as equivalent work or work of equal value.
- ✦ Ensure that employees' religion or beliefs and related observances are respected and accommodated wherever possible and
- ✦ Respect people's beliefs where the expression of those beliefs does not impinge on the legitimate rights of others.

Policy Responsibility and Review

We are committed to reviewing our policy and good practice annually.

This policy was adopted by Super Star Sport	Date: 12/04/2023
To be reviewed: 12/04/2024	Signed: 