

Next Level Coaching & Sport Development CIC:

Equality, Diversity & Inclusion Policy



Policy	April 2025: <i>Full Director Review</i>	April 2026: <i>Single Director Review</i>	April 2027: <i>Single Director Review</i>	April 2028: <i>Three Year Cycle Full Director Review</i>
Equality, Diversity & Inclusion Policy	AG: Tuesday 29 th April 2025 CM: Monday 12 th May 2025 MR: Monday 12 th May 2025			

Introduction

Next Level Coaching & Sport Development are an equal opportunities Community Interest Company. We are committed to equality of opportunity and to providing a service and following practices which are free from unfair and unlawful discrimination. The aim of this policy is to ensure that no client, participant, stakeholder or Director of the Business, 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 stakeholders including clients, participants, freelance staff, and Directors of the Business 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.

Andy Gaskell as Director of Business Development, has responsibility for implementing and monitoring the Equality and Diversity Policy and, as part of this process, all personnel policies and procedures are administered with the objective of promoting equality of opportunity and eliminating unfair or unlawful discrimination.

All workers or freelance 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 based on 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 our Social Business.

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 Directors, individuals at all levels have a responsibility to treat others with dignity and respect. The personal commitment of every stakeholder of Next Level Coaching and Sport Development, to this policy and application of its principles are essential to eliminate discrimination and provide equality throughout the Community Interest Company.

Our commitment as an Employer and Social Business

To create an environment in which individual differences and the contributions of our freelance staff are recognised and valued.

Every freelance employee, worker or self-employed contractor is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

Training, development, and progression opportunities are available to all staff.

Equality in the workplace is good management practice and makes sound business sense.

We will review all our employment practices and procedures to ensure fairness.

Our commitment as a Community Interest Company

We aim to provide services to which all clients are entitled regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation, offending past, caring responsibilities, or social class.

We will make sure that our services are delivered equally and meet the diverse needs of our service users and clients by assessing and meeting the diverse needs of our clients.

This policy is fully supported by Directors of the Business.

This policy will be monitored and reviewed annually.

We have 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.

Breaches of our Equality and Diversity Policy will be regarded as misconduct and could lead to disciplinary proceedings.

Policy statements:

AGE

We will:

- ensure that people of all ages are treated with respect and dignity;
- ensure that people are given equal access to our employment, training, development, and promotion opportunities; and
- challenge discriminatory assumptions about younger and older people.

DISABILITY

We will:

- provide any reasonable adjustments to ensure disabled people have access to our services and employment opportunities;
- challenge discriminatory assumptions about disabled people; and
- seek to continue to improve access to information by ensuring availability of loop systems, braille facilities, alternative formatting, and sign language interpretation.

RACE

We will:

- challenge racism wherever it occurs;
- respond swiftly and sensitively to racist incidents; and
- actively promote race equality in the Community Interest Company.

GENDER

We will:

- challenge discriminatory assumptions about gender;
- take positive action to redress the negative effects of discrimination against everyone;
- offer equal access for everyone to representation, services, employment, training and pay and encourage other organisations to do the same; and
- provide support to prevent discrimination against transgender people who have or who are about to undergo gender reassignment.

SEXUAL ORIENTATION

We will:

- ensure that we take account of the needs of everyone, including the LGBTQ+ communities; and
- promote positive images of the LGBTQ+ communities.

RELIGION OR BELIEF

We will:

- 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.

PREGNANCY OR MATERNITY OR BIRTH RELATED LEAVE

We will:

- ensure that people are treated with respect and dignity during pregnancy and during maternity leave;
- challenge discriminatory assumptions about pregnancy and maternity and birth related leave; and
- ensure that no individual is disadvantaged because of pregnancy or birth-related leave and that we take account of the needs of our freelance employees during pregnancy and during birth-related leave.

MARRIAGE OR CIVIL PARTNERSHIP

We will:

- ensure that people are treated with respect and dignity and that a positive image is promoted regardless of marriage or civil partnership;
- challenge discriminatory assumptions about the marriage or civil partnership of our employees; and
- ensure that no individual is disadvantaged because of their marriage or civil partnership status.

EQUAL PAY

We will:

- ensure that all freelance 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.