

ACCESSIBILITY, EQUALITY, AND DIVERSITY POLICY



1. Our Vision and Aims

At Munchkin Sports we believe that everyone is entitled to live and work in an environment free from discrimination and abuse of any kind. We are absolutely committed to creating a prejudice-free environment where all individuals feel confident, happy and safe.

- We aim to ensure that everyone is treated fairly and with respect.
- We want to make sure that Munchkin Sports is a safe, secure and stimulating place for everyone.
- We recognise that individuals have different needs and we understand that treating people equally does not always involve treating them all exactly the same (equity).
- We recognise that some children require extra support to help them to achieve and be successful and will continually strive to provide this.
- We encourage an inclusive attitude as well as an understanding and celebration of diversity.

This policy reflects the Single Equality Act 2010 which harmonises and replaces previous legislation including the Race Relations Act 1976, Disability Discrimination Act 1995, Gender Recognition Act 2004 and Sex Discrimination Act 1975. This policy therefore supersedes all previous policies on Disability, Ethnicity (i.e. Race) and Gender. The Single Equality Act combines the existing three duties into one new Equality Duty that covers all nine of the equality strands:

‘We will treat everyone fairly, celebrating difference and meeting different needs so that all are free to live, learn and enjoy’. All members of the Munchkins community, staff, children, parents, and visitors all have a part to play in implementing this policy, promoting diversity and equality, challenging inappropriate behaviour or practice, to remove barriers and avoiding discrimination.



We are committed to:

- Tackling discrimination on the grounds of age, disability, gender identity (gender reassignment and transgender), pregnancy and maternity, race, religion or belief, sex (gender) or sexual orientation
- Advancing equality of opportunity
- Making our coaching sessions accessible to all
- Creating good relations between different groups
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2. Defining Equality and Diversity

2.1 Equality

Equality is about fairness and equality of opportunity and advancing equality of opportunity involves treating people differently. People should not be treated the same. Some people may need extra help or adjustments to be part of the Munchkins community; this includes teachers, administration, cleaning or catering staff employed as well as children and parents.

Relating to the Equality Act (2010) there are nine 'protected characteristics' these are age; disability, gender reassignment [transgender], marriage / civil partnership, pregnancy / maternity, race, religion and belief (and having no belief), sex (gender) and sexual orientation.

Under the general duty we must exercise 'due regard' in respect of each of the eight protected characteristics (excluding marriage and civil partnership) to:

- Eliminate unlawful discrimination and harassment
- Advance equality of opportunity
- Foster good relations between different groups

2.2 Diversity

Diversity is about valuing people as individuals and learning from our differences. Our differences can be visible and non-visible. Promoting diversity, we can meet different needs creatively to ensure opportunities are available to all and potential is fulfilled. Promoting a diversity culture, we are able to meet our company's aims and objectives more efficiently.

Culture is about the way we behave towards one another. It is about how we treat one another and respecting our differences. Promoting diversity and a diversity friendly culture helps to create a more productive and accessible environment for all.

We are committed to monitoring and reviewing our policy and good practice annually and making it accessible to all.

This policy was last reviewed on 26 February 2025

Signed:

A handwritten signature in black ink, appearing to read 'Katie Lewty', written over a horizontal line.

Name:

Katie Lewty

Position: Operations Director