



Equality and Diversity Policy

Sabain Academy Boxing and Education CIC

Company Number: 14633011

1. Policy Statement

Sabain Academy Boxing and Education CIC ("SABE") is committed to promoting equality, diversity, and inclusion in everything we do. We believe every individual has the right to participate, learn, and thrive in a safe and supportive environment free from discrimination, harassment, or victimisation.

We celebrate diversity and value the unique contribution that each participant, staff member, volunteer, and partner brings to our organisation.

2. Purpose of the Policy

This policy sets out SABE's commitment to ensuring that:

- All children, young people, staff, volunteers, and community members are treated with dignity and respect.
 - Opportunities are accessible to everyone regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.
 - Equality of opportunity is embedded into our boxing, education, and wellbeing programmes.
 - We actively challenge and eliminate unlawful discrimination.
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3. Our Commitments

SABE will:

- **Promote Inclusion:** Ensure that programmes are designed to be accessible, affordable, and inclusive for all communities.
- **Respect Differences:** Celebrate cultural, religious, and personal differences and encourage mutual respect.
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- **Equal Access:** Make reasonable adjustments to enable people with additional needs or disabilities to take part in our activities.
 - **Fair Treatment:** Treat all staff, coaches, volunteers, and participants fairly and consistently.
 - **Challenge Discrimination:** Take all allegations of discrimination, harassment, or bullying seriously and act promptly.
 - **Positive Role Models:** Provide an environment where coaches and staff act as positive role models in promoting equality.
 - **Recruitment and Training:** Apply fair recruitment processes, offer equal development opportunities, and provide ongoing training on equality and diversity.
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4. Responsibilities

- **Directors and Leadership:** Ensure this policy is implemented and monitored across the organisation.
 - **Staff and Volunteers:** Uphold the principles of this policy in all activities and report any breaches.
 - **Participants and Parents/Guardians:** Respect the values of equality and diversity while engaging with our programmes.
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5. Breaches of the Policy

Any breach of this policy will be addressed swiftly and appropriately. Depending on the circumstances, action may include:

- Training and guidance
 - Mediation
 - Formal investigation
 - Disciplinary action (for staff/volunteers)
 - Exclusion from activities (for participants)
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6. Monitoring and Review

- This policy will be reviewed annually by the Board of Directors to ensure it remains up to date with legal requirements and best practice.
- Feedback from staff, volunteers, and participants will inform improvements.
- Progress will be monitored through regular reporting and evaluation of inclusion measures.

7. Legal Framework

This policy reflects and supports compliance with the **Equality Act 2010** and relevant UK legislation.

8. Policy Approval

Approved by: The Board of Directors, Sabain Academy Boxing and Education CIC

Date: 06/01/2025

Next Review: 06/01/2026