



SABAIN ACADEMY BOXING & EDUCATION CIC (SABE)

Equality, Diversity and Inclusion Policy

Version: 2026

Effective Date: August 2026

Review Date: August 2027

1. Policy Statement

Sabain Academy Boxing & Education CIC (SABE) is committed to creating an environment where everyone is treated with dignity, fairness and respect. We believe that every person should have equal opportunity to participate in sport, education and community activities, regardless of their background, identity or personal circumstances.

Our vision is to remove barriers that prevent people from participating in physical activity and to create welcoming spaces where everyone feels safe, valued and able to achieve their potential.

We recognise that diversity strengthens our organisation, enriches our community and helps us deliver better outcomes for the children, young people and families we support.

2. Purpose

This policy sets out SABE's commitment to:

- Promoting equality of opportunity.
 - Valuing diversity.
 - Creating an inclusive culture.
 - Preventing discrimination, harassment and victimisation.
 - Removing barriers to participation.
 - Ensuring fair access to all SABE activities and services.
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3. Scope

This policy applies to:

- Directors
- Employees
- Coaches
- Volunteers
- Participants
- Parents and carers
- Partner organisations
- Contractors
- Visitors

It applies across all SABE activities, programmes, events, meetings, recruitment and communications.

4. Legal Framework

This policy is guided by:

- Equality Act 2010
- Human Rights Act 1998
- Children Act 1989
- Children Act 2004
- Data Protection Act 2018
- UK GDPR

SABE will comply with all relevant equality legislation and promote good practice beyond minimum legal requirements.

5. Our Commitment

SABE is committed to ensuring no individual is treated less favourably because of:



- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

We also recognise that barriers can arise from:

- Socio-economic disadvantage
- Caring responsibilities
- Educational disadvantage
- Language barriers
- Mental wellbeing
- Neurodiversity
- Looked-after or care-experienced status

Where possible, we will take positive steps to reduce these barriers and widen participation.

6. Inclusion in Practice

SABE will:

- Welcome participants of all abilities.
- Adapt activities where appropriate.
- Use inclusive coaching methods.
- Encourage participation at each individual's own pace.
- Provide clear communication for participants and families.
- Promote respect and teamwork.

- Celebrate diversity throughout our organisation.

We recognise that equal treatment does not always mean identical treatment. Some participants may require reasonable adjustments to ensure they have equal opportunities to take part.

7. Accessible Participation

Where reasonably practicable, SABE will:

- Deliver activities in accessible venues.
 - Keep participation free or low cost wherever possible.
 - Provide equipment required for sessions.
 - Offer flexible coaching approaches.
 - Work with families, carers and professionals to support individual needs.
 - Signpost participants to additional services where appropriate.
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8. Recruitment and Volunteers

SABE is committed to fair recruitment.

Appointments will be based on:

- Skills
- Experience
- Qualifications
- Values
- Suitability for the role

Recruitment decisions will never be influenced by unlawful discrimination.

9. Expected Behaviour

Everyone involved with SABE is expected to:

- Treat others with respect.

- Value individual differences.
- Use inclusive language.
- Challenge discriminatory behaviour.
- Support a welcoming environment.
- Promote fairness and equality.

Bullying, harassment, intimidation, racism, sexism, homophobia, transphobia, ableism or any other discriminatory behaviour will not be tolerated.

10. Responsibilities

Directors

The Directors are responsible for:

- Promoting equality throughout SABE.
 - Monitoring implementation of this policy.
 - Reviewing organisational practices.
 - Ensuring compliance with legislation.
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Coaches and Volunteers

All coaches and volunteers must:

- Follow this policy.
 - Treat everyone fairly.
 - Report discrimination or inappropriate behaviour.
 - Encourage inclusive participation.
 - Make reasonable adjustments where appropriate.
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Participants

Participants are expected to:

- Respect others.

- Follow SABE's Code of Conduct.
 - Help create a positive environment.
 - Report concerns if they witness discrimination.
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11. Reporting Concerns

Any concerns relating to discrimination, harassment or exclusion should be reported to a Director as soon as possible.

All concerns will be:

- Taken seriously.
- Investigated fairly.
- Managed confidentially where appropriate.
- Resolved promptly.

Where necessary, disciplinary action may be taken.

12. Monitoring

SABE will monitor equality and inclusion by:

- Reviewing participant feedback.
 - Monitoring participation across different communities.
 - Identifying barriers to access.
 - Evaluating recruitment and volunteer opportunities.
 - Using learning to improve future programmes.
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13. Continuous Improvement

We recognise that creating an inclusive organisation is an ongoing process.

SABE is committed to:

- Listening to participants and families.
- Learning from feedback.



- Developing staff knowledge.
 - Building partnerships with organisations that support inclusion.
 - Reviewing our practices regularly to improve accessibility and participation.
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14. Policy Review

This policy will be reviewed:

- Every 12 months.
 - Following legislative changes.
 - Following significant organisational change.
 - If monitoring identifies improvements are required.
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Equality and Diversity Leads

Valissa Shay

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Aaron Morris

Director of Boxing

Approval

Approved by the Board of Directors of Sabain Academy Boxing & Education CIC.

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