

Progressive Sports: Equality, Diversity and Inclusion (EDI) Policy

1. Our Commitment

Progressive Sports is committed to promoting equality, diversity and inclusion across all areas of our work. We aim to create an environment where every child, family, staff member and partner feels safe, respected and valued. We do not tolerate discrimination of any kind and actively promote inclusive practice in line with the **Equality Act 2010**.

This policy applies to:

- All staff and volunteers
- All children and young people accessing our services
- Parents, carers and school partners
- All Progressive Sports sites, including Ofsted-registered settings
- All programmes, mentoring, AP support and school-based PESSPA provision

2. Protected Characteristics

We recognise and uphold the nine protected characteristics under the Equality Act 2010:

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

We will not discriminate against anyone on the basis of any protected characteristic.

3. Creating an Inclusive Environment

We ensure our environments, programmes and interactions are inclusive by:

- Treating all children, staff and families with dignity and respect
- Making reasonable adjustments for children with disabilities or additional needs
- Removing barriers that may prevent participation
- Using child-friendly communication and adapting our approach to individual needs
- Creating safe, welcoming and non-judgemental spaces
- Ensuring equality of access to activities, support and opportunities

Our work with primary-aged children is built around the company values of Safety, Pride, Care and Perform.

4. Recruitment and Employment

Progressive Sports is committed to fair, transparent and inclusive recruitment. We:

- Follow safer recruitment guidance
- Advertise roles openly and fairly
- Select candidates based on skills, values and suitability
- Do not tolerate discrimination, harassment or victimisation
- Support ongoing training, development and progression for all staff

We aim to build a workforce that reflects the communities we serve.

5. Inclusive Service Delivery

In all provision — including school-based PESSPA Pprovision, part-time AP, holiday programmes and wraparound care — we ensure:

- Activities are adapted to suit individual needs
- Staff use trauma-informed, relational approaches
- Children with SEND, SEMH or additional needs are supported
- Behaviour is managed consistently and compassionately
- Cultural, religious and personal identities are respected

We work closely with SENCOs, DSLs and families to ensure all support is aligned and accessible.

6. Preventing Discrimination and Harassment

Progressive Sports does not tolerate:

- Harassment
- Bullying
- Victimisation
- Discriminatory language or behaviour

Any concerns raised by children, parents, school staff or employees will be taken seriously and addressed promptly.

7. Reporting Concerns

If any child, parent, partner or staff member feels they have experienced or witnessed discrimination, they can report it to:

- Their lead staff member
- The site lead
- The Designated Safeguarding Lead (DSL)
- Senior management

Concerns will be investigated sensitively and confidentially. Actions will be taken to resolve issues and improve practice.

8. Monitoring and Review

We regularly review this policy to ensure it remains effective and aligned with legislation. Feedback from staff, families and partners is welcomed to help us continue improving our inclusive practice.

This policy will be reviewed annually or sooner if required.