

# Equality, Diversity and Inclusion Policy

## Iwade Boxing Academy

### 1. Purpose

Iwade Boxing Academy is committed to creating a safe, welcoming, and inclusive environment for all members, coaches, staff, volunteers, and visitors. We believe that boxing and fitness should be accessible to everyone regardless of background, identity, or ability.

This policy sets out our commitment to equality, diversity and inclusion, and explains the standards of behaviour expected within our gym.

---

### 2. Our Commitment

We are committed to:

- Treating everyone fairly, with dignity and respect
  - Providing equal opportunities for participation and development
  - Preventing discrimination, harassment, bullying and victimisation
  - Creating an environment where all individuals feel valued and supported
  - Promoting inclusion across all areas of the gym, including training, coaching, recruitment and competitions
- 

### 3. Protected Characteristics

We will not tolerate discrimination based on:

- Age
  - Disability
  - Gender reassignment
  - Marriage or civil partnership
  - Pregnancy or maternity
  - Race, ethnicity or nationality
  - Religion or belief
  - Sex
  - Sexual orientation
  - Socioeconomic background or any other personal characteristic
- 

### 4. Scope

This policy applies to:

- Members
  - Coaches and trainers
  - Employees and volunteers
  - Parents and guardians
  - Visitors and spectators
  - Anyone representing the gym at events or competitions
- 

## **5. Expectations of Behaviour**

Everyone involved with the gym is expected to:

- Treat others with respect and courtesy
- Use inclusive and appropriate language
- Challenge discriminatory behaviour where safe to do so
- Respect personal boundaries and cultural differences
- Help maintain a positive and supportive training environment

The following behaviours are unacceptable:

- Racist, sexist, homophobic, transphobic or discriminatory language
  - Bullying, intimidation or harassment
  - Excluding individuals unfairly
  - Abuse on social media connected to the gym
  - Victimising anyone who raises concerns
- 

## **6. Accessibility and Inclusion**

Where reasonably possible, we will:

- Make training accessible for people with disabilities
  - Consider cultural and religious needs
  - Offer equal access to coaching and development opportunities
  - Support beginners and people from underrepresented groups
  - Ensure safeguarding procedures are inclusive and fair
- 

## **7. Recruitment and Staffing**

Employment, coaching and volunteer opportunities will be based on merit, suitability and experience. We are committed to fair recruitment and equal opportunities in all staffing decisions.

---

## 8. Reporting Concerns

Any member or staff member who experiences or witnesses discrimination, harassment or inappropriate behaviour should report it to:

### **Designated safeguarding lead-**

**Vickie Griggs**

**Contact:** 07511534945 or Griggs83@mail.com

All concerns will be taken seriously and handled confidentially where possible.

---

## 9. Disciplinary Action

Breaches of this policy may result in:

- Verbal or written warnings
  - Suspension from gym activities
  - Termination of membership or employment
  - Referral to relevant authorities where appropriate
- 

## 10. Review

This policy will be reviewed annually to ensure it remains effective and reflects current legislation and best practice.

**Policy Date:** May 2026

**Review Date:** May 2027