



Registered Charity No. 1192282

# Equality & Diversity Policy

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**Approved by Trustee Board: 15<sup>th</sup> January 2021**

**Next Review: April 2026**

# Equality & Diversity Policy

The Together We Can Do organisation is committed to treat everyone equally within the context of our activities, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation or any other relevant characteristic.

To achieve this we will

1. Ensure that requirements for equality are reflected within the conditions for Membership and the respective Codes of Conduct and that these are achieved in practice.
2. Ensure equality is incorporated in all aspects of our activities.
3. Recognise and adopt the Sport England definition of Sports Equity\*.
4. Ensure that everyone has the right to enjoy their exercise, sports and social activities in an environment free from the threat of discrimination, intimidation, harassment and abuse.
5. Endeavour to ensure that all members, hired personnel and volunteers challenge discriminatory behaviour and promote equality of opportunity.
6. Deal with any incidents of discriminatory behaviour seriously and where appropriate report these to relevant authorities.

\* Sport England Definition

*Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society, whatever their age, ability, gender, race, ethnicity, sexuality or socio-economic status.*