

Equality, Diversity and Inclusion (EDI) Policy

London Squash

1. Purpose

London Squash is committed to promoting equality, embracing diversity, and fostering inclusion across all of its activities.

In delivering our charitable objectives:

- To promote physical activity and reduce health inequalities through squash in London
- To initiate and oversee projects for the development of physical activities
- To manage funds supporting these projects

we aim to ensure that everyone has fair and equitable access to opportunities, regardless of background or circumstance.

2. Scope

This policy applies to:

- Trustees
 - Staff and volunteers
 - Coaches and session leaders
 - Partner organisations and funded projects
 - Participants in all London Squash programmes
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3. Legal Framework

This policy is guided by the **Equality Act 2010**, which protects individuals from discrimination based on protected characteristics.

4. Our Commitment

London Squash will:

- Provide inclusive and accessible opportunities for participation in squash and physical activity
- Actively reduce barriers linked to health inequalities, socio-economic status, and access to facilities

- Promote respect, fairness, and dignity for all individuals
 - Create environments where differences are valued and celebrated
 - Challenge discrimination, harassment, and exclusion
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5. Protected Characteristics

We recognise and uphold protections for individuals based on:

- Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race (including ethnicity, nationality)
 - Religion or belief
 - Sex
 - Sexual orientation
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6. Understanding Inequality in Context

London Squash recognises that barriers to participation in sport and physical activity may include:

- Socio-economic disadvantage
- Limited access to facilities in certain London communities
- Cultural or social barriers
- Physical or learning disabilities
- Gender inequality in sport

We are committed to addressing these inequalities through targeted and inclusive programming.

7. Responsibilities

Trustees

- Ensure EDI principles are embedded in governance and strategy
- Monitor impact and outcomes relating to equality and inclusion
- Ensure fair and transparent allocation of funding

Staff and Volunteers

- Promote inclusive practices in all activities
- Treat all individuals with respect and fairness

- Challenge discriminatory behaviour
- Undertake relevant EDI training

Coaches and Delivery Partners

- Deliver inclusive sessions suitable for diverse needs
- Ensure accessibility of activities
- Adapt coaching methods to support different abilities and backgrounds

Partner Organisations (Funded Projects)

- Must demonstrate a commitment to equality and inclusion
 - Must comply with this policy as part of funding agreements
 - Should actively engage underrepresented groups
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8. Inclusive Practice

London Squash will:

- Design programmes that are accessible to diverse communities across London
 - Provide opportunities in underserved areas
 - Offer flexible delivery models (e.g., community venues, schools)
 - Ensure facilities and environments are safe and welcoming
 - Encourage participation from underrepresented groups
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9. Recruitment and Workforce Diversity

London Squash is committed to:

- Fair and open recruitment processes
 - Selecting individuals based on merit and suitability
 - Encouraging applications from diverse backgrounds
 - Providing equal opportunities for development and progression
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10. Funding and Project Oversight

In managing and distributing funds, London Squash will:

- Apply fair, transparent, and consistent criteria
- Prioritise projects that address inequality and increase access
- Monitor funded projects to ensure inclusive delivery
- Take action where equality standards are not met

11. Reporting Discrimination or Concerns

Any incidents of discrimination, harassment, or exclusion should be reported.

Process:

1. Report concerns to a member of staff or trustee
2. Concerns will be recorded and investigated appropriately
3. Action will be taken in line with organisational procedures

London Squash will ensure that:

- Reports are taken seriously
- Individuals are treated fairly and respectfully
- Confidentiality is maintained where possible

12. Monitoring and Evaluation

London Squash will:

- Collect data (where appropriate) to understand participation and access
- Monitor the diversity of participants and workforce
- Evaluate the impact of programmes on reducing inequalities
- Use findings to improve practice

13. Training and Awareness

- Staff, volunteers, and trustees will receive EDI training
- Awareness of inclusion will be embedded across all activities
- Best practice will be shared across partner organisations

14. Breaches of Policy

Breaches of this policy may result in:

- Disciplinary action
- Removal from programmes or roles
- Withdrawal of funding (for partner organisations)

15. Review

This policy will be:

- Reviewed annually
 - Updated in line with legislation and best practice
 - Approved by the Board of Trustees
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16. Approval



Approved by the Board of Trustees on: 02/10/2026
Next review date: 02/10/2027