Diversity and Inclusion Policy

Approval date: March 2026

Approved by: Board of Trustees

Review date: March 2027

1. Purpose

North Somerset Sports Foundation is committed to creating a diverse, inclusive, and welcoming environment where all individuals feel valued, respected, and able to participate fully.

This policy outlines how we actively promote inclusion across our organisation and within the communities we serve.
We recognise that diversity strengthens our organisation and that inclusion is essential to achieving our mission of removing barriers to participation in sport, education, and wellbeing.

2. Scope

This policy applies to:

- Employees
- Volunteers
- Trustees
- Participants and service users
- Contractors, partners, and visitors

It applies across all areas of activity, including:

- Service delivery
- Community engagement
- Recruitment and workforce practices
- Partnerships and collaborations

3. Definitions

Diversity
Diversity refers to the range of differences between individuals, including background, identity, experience, and perspective.

Inclusion
Inclusion refers to creating an environment where all individuals feel respected, supported, and able to participate fully and confidently.

4. Our Commitment

North Somerset Sports Foundation will:

- Create a culture where everyone feels welcome and valued
- Actively remove barriers to participation
- Ensure our services are accessible and inclusive
- Reflect the diversity of our community in our work
- Challenge discrimination and exclusion wherever it occurs

We recognise that barriers to participation may disproportionately affect certain groups, including:

- Individuals from low-income backgrounds
- Disabled individuals
- Women and girls in sport
- Ethnic minority communities

Our work will actively seek to address inequalities experienced within the North Somerset and wider regional community, including Bristol and surrounding areas.

5. Inclusive Practice

We will actively promote inclusion by:

- Designing programmes that are accessible to a wide range of needs and abilities
- Adapting delivery to meet diverse needs
- Creating safe and welcoming environments
- Engaging with underrepresented groups through targeted outreach
- Reviewing participation trends and adjusting delivery accordingly

This may include the development of targeted programmes, outreach initiatives, or adapted service delivery models where gaps are identified.

6. Accessibility and Removing Barriers

We are committed to identifying and reducing barriers to participation.

This may include:

- Physical accessibility adjustments
- Financial accessibility (e.g. subsidised or low-cost provision)
- Flexible delivery approaches
- Support for individuals with additional needs

7. Responsibilities and Accountability

Diversity & Inclusion Lead

Lucy Chappell CEO and founder will be responsible for:

- Overseeing delivery of this policy
- Monitoring inclusion outcomes
- Reporting to Trustees on progress
- Driving continuous improvement actions

D and I Lead supported by Senior Leadership Team:

- Lead implementation of this policy
- Monitor outcomes and ensure continuous improvement

Board of Trustees

- Provide strategic oversight
- Ensure accountability and alignment with organisational values

Staff and Volunteers

All staff and volunteers must:

- Promote inclusive behaviour
- Use respectful and inclusive language
- Challenge inappropriate behaviour where appropriate
- Support a welcoming and inclusive environment

8. Behaviour and Expectations

All individuals engaging with North Somerset Sports Foundation are expected to:

- Treat others with dignity and respect
- Use inclusive and appropriate language
- Avoid discriminatory or exclusionary behaviour
- Actively contribute to an inclusive environment

Failure to meet these expectations will result in action in line with relevant policies, including:

- Disciplinary procedures (for staff and volunteers)
- Removal from programmes or facilities (for participants)
- Termination of agreements (for partners or contractors)

9. Training and Awareness

North Somerset Sports Foundation will:

- Provide mandatory diversity and inclusion training as part of induction
- Deliver periodic refresher training for staff and volunteers
- Promote ongoing learning and awareness

Training will include:

- **Inclusive communication**
- **Understanding barriers to participation**
- **Challenging discrimination and bias**

10. Working with Partners and Communities

We will work with partners and community organisations to:

- Improve access to services
- Understand local community needs
- Develop inclusive programmes
- Share best practice

All partners and contractors are expected to align with this policy.

11. Monitoring, Data and Accountability

North Somerset Sports Foundation will monitor inclusion and participation to ensure equitable access to services.

This may include:

- Participation data (e.g. age, gender, ability)
- Engagement from underrepresented groups
- Retention and drop-off rates
- Feedback from participants and stakeholders

Data will be:

- Reviewed regularly by the Senior Leadership Team
- Used to identify gaps or inequalities
- Used to inform action plans and service improvements

12. Action and Continuous Improvement

Where gaps or inequalities are identified, North Somerset Sports Foundation will take action, which may include:

- Developing targeted programmes
- Adjusting outreach and engagement strategies
- Reviewing accessibility and delivery models
- Implementing improvement plans

13. Reporting and Escalation

Concerns relating to inclusion, discrimination, or exclusion can be raised through:

- Line managers
- Senior Leadership Team

Where appropriate, concerns may also be escalated to:

- A Trustee
- The Safeguarding Lead (particularly where concerns involve vulnerable individuals)

All concerns will be handled in line with the Complaints Policy, Equal Opportunities Policy, and Safeguarding Policy.

14. Continuous Improvement

We are committed to continuously improving our approach to diversity and inclusion through:

- Learning from feedback and lived experience
- Reviewing data and participation trends
- Adapting services to meet community needs

15. Conclusion

North Somerset Sports Foundation is committed to creating an environment where everyone feels they belong.
Through inclusive practice, clear accountability, and continuous improvement, we aim to ensure that all individuals have the opportunity to participate, contribute, and thrive.