



BREAKTHROUGH GRAPPLING CIC: Equal Opportunities, Diversity & Inclusion Policy

This policy was agreed on by the directors: 6/1/26

This policy will be reviewed: 1/1/27

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1. Purpose & Scope

This policy ensures Breakthrough Grappling CIC provides an environment where everyone can participate safely and fairly, regardless of background, identity, or ability.

It applies to all participants, staff, volunteers, contractors, and partners and covers all CIC activities including classes, workshops, mentoring, recruitment, and communications.

2. Legal Framework

Breakthrough Grappling CIC complies with relevant equality and anti-discrimination legislation:

- **Equality Act 2010** — protects individuals from discrimination based on protected characteristics: age, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion/belief, sex, sexual orientation
- **Health & Safety at Work Act 1974** — ensures physical and mental safety of all participants and staff
- Compliance with **Public Sector Equality Duty**, where applicable

3. Our Commitments

Breakthrough Grappling CIC will:

1. **Treat all individuals fairly** and provide equal access to classes, workshops, and opportunities
2. **Prevent discrimination or harassment** based on protected characteristics
3. **Make reasonable adjustments** for participants, volunteers, and staff with disabilities or additional needs
4. **Encourage participation from all groups** and monitor engagement to ensure fairness
5. **Promote a respectful and safe environment** for everyone involved
6. **Review practices regularly** to maintain compliance and effectiveness

4. Responsibilities

- **All Directors, Staff & Volunteers:** Follow this policy, model appropriate behaviour, report concerns
- **Participants & Partners:** Respect diversity and raise any concerns to staff

5. Recruitment & Volunteering

- Recruitment is fair, transparent, and based on merit
- Applications from all backgrounds encouraged
- Reasonable adjustments provided for candidates with disabilities

6. Reporting & Resolving Issues

- **Reporting:** EDI concerns (discrimination, harassment, bullying, failure to provide reasonable adjustments) should be reported to a director or designated lead
- **Investigation:** All concerns are investigated promptly and confidentially
- **Policy Breaches:** A breach includes any act of discrimination, harassment, victimisation, or failure to provide reasonable adjustments. Staff, volunteers, or participants found in breach may face corrective actions, including training, mediation, or disciplinary measures, depending on severity
- **Corrective Actions:** Will be applied proportionately, with learning and safeguarding as priorities

7. Review & Accessibility

- **Review:** This policy is reviewed annually, or sooner if legislation, guidance, or organisational practices change.
- **Monitoring:** Participation, recruitment, and feedback data may be analysed to ensure fairness, equity, and inclusion.
- **Accessibility & Staff Awareness:** The policy is publicly available on our website and can be shared with participants, parents/carers, funders, and partners on request. All staff and volunteers are briefed on this policy during induction and receive periodic updates to ensure they understand their responsibilities in practice.
- **Communication:** Any updates to the policy are communicated clearly to all staff, volunteers, and partners.