



EQUALITY AND DIVERSITY POLICY

Purpose

This policy sets out our commitment to promoting equality, diversity, and inclusion in all aspects of coaching and mentoring practice. We aim to create a safe, respectful, and supportive environment where every child, young person, and family feels valued, understood, and able to thrive.

Scope

This policy applies to:

- All children, young people, and families we work with.
- All sessions, whether in schools, community settings, transport, or online.
- All reports, communications, and professional interactions.

Commitment to Equality and Diversity

We will:

- Treat all young people and families with fairness, respect, and dignity.
- Ensure that no one experiences discrimination, harassment, or victimisation on the basis of:
 - Age
 - Disability
 - Race, ethnicity, or nationality
 - Religion or belief
 - Sex, gender identity, or sexual orientation
 - Marital or parental status
 - Socio-economic background
- Provide services that are accessible and responsive to diverse needs.
- Adapt approaches to reflect individual needs, including cultural, religious, and communication preferences.

Inclusive Practice

- Sessions will be trauma-informed, child-centred, and flexible to meet different learning, emotional, and behavioural needs.
- Materials, resources, and communication will be inclusive and free from stereotypes.
- We will work with families and professionals to remove barriers to participation wherever possible.

Responsibilities

- Mentor/Coach: To model inclusive practice, challenge discriminatory behaviour, and continuously reflect on and improve equality and diversity practice.
- Young people and families: To treat others with respect and dignity during sessions.

Safeguarding and Reporting

- Any discriminatory incidents or behaviours that place a child or young person at risk will be recorded and addressed in line with safeguarding procedures.
- Concerns may be shared with parents, schools, or local authority professionals where appropriate.

Legal Compliance

This policy aligns with:

- Equality Act 2010
- Children Act 1989 and 2004
- Keeping Children Safe in Education (DfE, 2025)
- Human Rights Act 1998

9. Review

This policy will be reviewed annually to ensure it reflects best practice, legislative updates, and the needs of the young people and families.

Last review: September 2025