



Equality, Diversity & Inclusion (EDI) Policy

Effective Date: 20th March 2025

1. Introduction

Impact Fitness Academy CIC is committed to fostering a culture of equality, diversity, and inclusion across all aspects of our work. We celebrate and respect the diversity of our participants, staff, volunteers, and partners, ensuring that everyone feels valued, respected, and empowered to thrive.

2. Purpose

The purpose of this policy is to:

- Promote equality of opportunity for all individuals regardless of age, gender, ethnicity, religion, disability, sexual orientation, or socio-economic background.
- Eliminate unlawful discrimination and foster mutual respect and understanding.
- Embed diversity and inclusion principles within our policies, programs, and organisational culture.

3. Scope

This policy applies to:

- All board members, staff, and volunteers at Impact Fitness Academy CIC.
- All participants in our programs, activities, and events.
- Third-party contractors, partners, and stakeholders engaged with Impact Fitness Academy.

4. Key Principles

- **Equal Opportunity:** All individuals will have equal access to our programs, services, and opportunities.
- **Zero Tolerance for Discrimination:** Any form of discrimination, harassment, or bullying will not be tolerated and will be addressed promptly.
- **Inclusive Practices:** Programs and activities will be designed to meet the diverse needs of the community, including providing culturally appropriate and accessible opportunities.

- **Diversity as a Strength:** We value the unique experiences and perspectives that individuals bring, recognizing diversity as essential to fostering innovation and community cohesion.

5. Responsibilities

- **Board of Directors:** Provide leadership in promoting EDI principles and ensuring compliance with this policy.
- **Staff and Volunteers:** Embed EDI practices in their daily work and interactions, actively challenging discriminatory behaviour.
- **Participants and Stakeholders:** Treat others with respect and report any concerns related to discrimination or exclusion.

6. Actions to Promote Equality, Diversity, and Inclusion

- **Accessibility:** Ensure that facilities, programs, and materials are accessible to individuals with disabilities or other specific needs.
- **Targeted Outreach:** Proactively engage underrepresented and marginalized groups, such as BAME communities, NEET youth, and SEND participants.
- **Staff Training:** Provide ongoing EDI training to all staff and volunteers to enhance awareness and understanding.
- **Feedback Mechanisms:** Regularly gather input from participants, staff, and volunteers to identify and address barriers to inclusion.
- **Culturally Appropriate Programs:** Deliver initiatives like women-only sessions and adaptive sports opportunities tailored to the needs of different community groups.

7. Reporting and Addressing Concerns

- Any concerns related to discrimination, harassment, or exclusion should be reported to Operation Director: Sahara Mohammed .
- Concerns will be treated seriously, investigated promptly, and addressed in line with our grievance or safeguarding procedures.

8. Monitoring and Evaluation

- EDI objectives and outcomes will be regularly reviewed to ensure progress and alignment with Impact Fitness Academy's mission.
- An annual report on EDI efforts will be prepared for the Board of Directors, with recommendations for improvement where necessary.

9. Compliance

This policy complies with the Equality Act 2010 and any other relevant legal requirements in the UK.

10. Contact Information

- **Equality, Diversity, and Inclusion Officer:** Sahara Mohammed/ Operations Director

- **Email:** Sahara@impactfitnessacademy.com
- **Phone:** 07718948378
- **Address:** 15 James Road, Tyseley, Birmingham, B11 2BA

(Next review date: 20th March 2026)