

Creative Sports Coaching CIC

Equality Information and Objectives Statement



Aims

We aim to meet our obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Embed good relations across all characteristics – between people who share a protected characteristic and people who do not share it.

Legislation and guidance

This document meets the requirements under the following legislation:

- [The Equality Act 2010](#) which introduced the public sector equality duty and protects people from discrimination.

This document is also based on Department for Education (DfE) guidance [The Equality Act 2010](#).

Roles and responsibilities

Creative Sports Coaching CIC will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the business, including to staff, families and participants, and that the objectives are reviewed and updated at least every four years.
- Ensure responsibility for monitoring the achievement of the objectives on a daily basis is undertaken by the company director.

The directors will:

- Promote knowledge and understanding of the equality objectives amongst staff and participants.
- Monitor success in achieving the objectives.

All Creative Sports Coaching CIC staff members for equality and inclusion will:

- Support in promoting knowledge and understanding of the equality objectives amongst participants, families and colleagues.
- Support in identifying any staff training needs and communicate this to the director.

All Creative Sports Coaching CIC staff are expected to have regard to this document and to work to achieve the objectives as set out.

Eliminating discrimination

Creative Sports Coaching CIC are aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions. Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff are regularly reminded of their responsibilities under the Equality Act and Creative Sports Coaching code of conduct of their role within the community.

Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive training as part of their induction and all staff receive refresher training as appropriate.

Advancing equality of opportunity

Creative Sports Coaching CIC aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have.
- Taking steps to meet the particular needs of people who have a particular characteristic.
- Encouraging people who have a particular characteristic to participate fully in any activities.

In fulfilling this aspect Creative Sports Coaching CIC will:

- Analyse data to determine strengths and areas for improvement, implement actions in response.

Fostering good relations

Creative Sports Coaching CIC aims to foster good relations between those who share a protected characteristic and those who do not share it by:

- Promoting tolerance, friendship and understanding of a range of different aspects through Physical Education which includes personal, social and health (PSHE) development.
- Supporting assemblies and workshops as external speakers to contribute to school and community topics.
- Working with our local community on activities based around the local community
- Encouraging and implementing initiatives to deal with any potential tensions between different groups of pupils
- Working with families to promote knowledge and understanding of different cultures.
- Developing links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach.

Equality considerations in decision-making

Creative Sports Coaching CIC ensures it has due regard to equality considerations whenever significant decisions are made. Creative Sports Coaching CIC considers the impact of significant decisions on particular groups.

Such as;

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

Monitoring arrangements

Creative Sports Coaching CIC will update the equality information every year. This document will be reviewed and approved by the company director every four years.

Appendix 1

Equality Objectives

Objective 1

To ensure that a consistently good quality of PE delivery enables all pupils, particularly the most disadvantaged, to be able to participate.

Why we have chosen this objective

We recognise that some pupils have been disproportionately disadvantaged due to a lack of access to school curriculum and out of school hours support, through a lack of engagement, understanding and confidence to participate in PE there becomes a clear gap between pupils ability levels and levels of participation.

What we will do to achieve this objective

- Plan and deliver PE sessions to address the gaps in learning and provide effective feedback to teachers and parents.
- Ensure the quality of provision and assessment positively impacts pupils' learning,
- Monitor progress and development, taking into account gender, socio-economic background (FSM) and ethnicity, and take any necessary action to narrow the gap.

Objective 2

To ensure that our delivery, reflects diversity and challenges stereotypes.

Why we have chosen this objective

Our own objective is to ensure we offer support to the whole community and that everyone feels that they can participate within our programmes.

What we will do to achieve this objective

- Identify opportunities in the community to develop pupils' understanding and respect for different cultures.
- Support school and community events and display the importance of cultural diversity.
- Use our programmes to celebrate different religious festivals.
- Use events such as the Olympics and World Cup, to explore different people and cultures.
- Offer extra-curricular activities to ensure these opportunities are accessible to all.

Objective 3

To ensure that pupils' emotional well-being is prioritised alongside their academic achievement.

Why we have chosen this objective

We recognise the importance of good emotional well-being. Some pupils need additional support to manage their emotions and well-being.

What we will do to achieve this objective

- Provide support for pupils' personal, social and emotional well-being.
- Ensure all staff implement positive behaviour that encourages everyone to participate.