



ST PAUL'S BOXING ACADEMY CIO

EQUITY, DIVERSITY, INCLUSION (EDI) POLICY

Introduction

Here at St Paul's Boxing Academy CIO we aim to be a vibrant and inclusive community that inspires learning, develops potential, widens participation and ambitiously transforms lives. Everyone is welcome at St Paul's regardless of their age, disability, sex, gender reassignment, race, sexual orientation, religion or belief, marriage or civil partnership or pregnancy and maternity. These nine areas are 'protected characteristics' and legally protected by the 2010 Equality Act. We respect and value difference and believe that in promoting a genuinely inclusive and welcoming environment we create the ideal conditions for personal growth.

- **Equality** is about ensuring every individual has an equal opportunity to make the most of their potential
- **Diversity** is about celebrating and valuing differences whether they be background, knowledge, skills or experience.
- **Inclusion** is about striving to ensure everyone feels valued, welcome and can contribute equally regardless of who they are, where they're from or what they're going through.

Aims of our policy

- ✓ To create a positive culture where equality, diversity, inclusion and respect are our core values and at the heart of everything we do.
- ✓ To work to eliminate all forms of discrimination.
- ✓ To take positive action to overcome disadvantage and discrimination.
- ✓ To ensure equality, diversity and inclusion are promoted through our work both at the gym and through our external partnerships

What we will do

1. Our EDI objectives as outlined in **St Paul's Boxing Academy CIO Development Plan 2021-2023** will be:
 - a) To meet regulatory standards for EDI and make certain that our practice is fair, consistent and free from discrimination.
 - b) To develop St Paul's as a community hub by:
 - working with partner organisations to develop a programme of daytime activities to support people with a variety of cognitive and/or age related conditions.
 - extending the St Paul's schools programme.
 - c) To improve the diversity of our membership and volunteer team we will increase the numbers of the following:
 - female participants of all ages
 - participants from BAME community
 - participants with physical disabilities
 - participants with mental illness
 - d) To work in partnership with local initiatives tackling youth offending and anti-social behaviour.
 - e) To improve the retention of young members with particular focus on 11-17 year age group.

2. We will use the data held on our data management system to analyse and monitor the make-up of our members and volunteers. This will enable us to set ambitious targets in order to meet the aims and commitments set out in this policy.

Current Membership Analysis

Category	Number (2021 figures)	Category	Number (2021 figures)
Overall Membership	447 (TBC)	Male and Female.	
Adult male	144 (TBC)	Adult male Black and ethnic minority community	43 (TBC)
Adult female	68 (TBC)	Adult Female Black and ethnic minority community	4 (TBC)
Male under 18	200 (TBC)	Male under 18 Black and ethnic minority community	1 (TBC)
Female under 18	35 (TBC)	Female under 18 Black and ethnic minority community	1 (TBC)

3. In order to ensure our EDI policy is working effectively we will survey our members and volunteers on an annual basis so that we can review our practice and procedures and make any necessary changes.
4. We take all complaints of bullying, harassment, victimisation and unlawful discrimination seriously - any concerns will be thoroughly investigated and dealt with under our Complaints Policy and procedures and appropriate action taken. Please see St Paul's Complaints Policy.

Date: January 2021

Review date: January 2021

Appendix

The 2010 identifies 7 types of discrimination, namely:

- **direct discrimination** - treating someone less favourably than another person because they have a protected characteristic;
- **discrimination by association** - treating someone less favourably than another person because they associate with a person with a protected characteristic;
- **discrimination by perception** - treating someone less favourably than another person because other think that person has a protected characteristic;
- **indirect discrimination** - happens when procedures and practices create a disadvantage to people with a protected characteristic;
- **harassment** - unwanted behaviour specifically related to a protected characteristic which violates a person's dignity or is hostile, intimidating, degrading or offensive;
- **harassment by a third party** - when someone is harassed by other members, contractors, suppliers or funders of St Paul's;
- **victimisation** - when someone is treated badly because they have made or supported a legitimate complaint.