



Equality Statement 2022

Next review date: January 20220

Introduction

The Unlocking Potential Foundation C.I.C (UP Foundation) is a Community Interest Company formed in 2015. They provide positive sporting and energy expending activities for young people and young adults, which help them to believe in themselves, learn new skills, move away from unhealthy and anti-social behaviours, and help progress their lives.

Equality

The UP Foundation recognises that inequalities exist within sport and physical activity and is committed to addressing these inequalities. The Foundation aims to ensure all its activities, programmes and schemes are accessible to all individuals and groups within the communities that it operates. The Foundation is fully committed to the principles of equal opportunities and will work towards eliminating discrimination on the grounds of the following characteristics:

- Age
- Religion/Belief
- Gender
- Sexual Orientation
- Marriage & Civil Partnership
- Race
- Disability
- Gender Reassignment
- Pregnancy & Maternity

UP Foundation Commitment

The Foundation respects diversity. It knows that treating people equally is not simply a matter of treating everyone the same. They adopt the view that inclusion is: "The process of taking necessary steps to ensure that every young person is given an equality of opportunity to develop socially, to learn and to enjoy community life." This means that they do their best to make reasonable adjustments for disability, recognise and celebrate cultural differences, and understand the different needs and experiences of boys and girls.

Equalities are not simply about protecting the potentially vulnerable but believe that all children may be disadvantaged by the holding of prejudicial views, and The Foundation seeks to promote good relationships between all groups, and positive attitudes towards disabled people, people from different ethnic or cultural groups or faith backgrounds and people of different gender or sexual orientation.

The Foundation values its staff for their ability and potential to help make the best possible provision for the children taking part in its activities. They are proactive in their efforts to identify and minimise existing barriers or inequalities, recognising their role in promoting community cohesion.

The following principles will be agreed by all staff:

- Everyone has the right to participate in and enjoy sport and physical activity at whatever level, should they so wish.
- It is the responsibility of all personnel involved in The Foundation to ensure an open and welcoming environment is created for anyone wanting to participate in its activities.
- Discriminatory behaviour by any person working under the UP Foundation banner or participating in one of its activities is unacceptable and will not be tolerated.
- All allegations and incidents of discrimination will be taken seriously and responded to swiftly and appropriately.
- The operation of sound recruitment and selection procedures for paid staff and volunteers.
- The identification of appropriate Equality Training for all staff and volunteers.
- A commitment to non-discriminatory behaviour by all involved with The Foundation