



# LIONS SPORTS ACADEMY

## Equality, Diversity & Inclusion Policy (2026–2029)

### 1. Policy Statement

Lions Sports Academy Limited (“LSA”) is committed to creating an environment where equality, diversity and inclusion are embedded in all aspects of our work.

We believe that sport should be accessible, welcoming and empowering for everyone. We are committed to ensuring that no individual is disadvantaged, excluded, or treated less favourably because of a protected characteristic or any other personal circumstance.

This policy applies to all employees, contractors, coaches, volunteers, apprentices, participants, parents, partner schools and visitors involved in LSA activities.

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### 2. Legal Framework

LSA operates in accordance with:

- The Equality Act 2010
- The Human Rights Act 1998
- The Protection from Harassment Act 1997
- The Children Act 1989 & 2004
- Safeguarding guidance including *Keeping Children Safe in Education*

We recognise the nine protected characteristics under the Equality Act 2010:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality and ethnic origin)
- Religion or belief
- Sex

- Sexual orientation
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### **3. Scope**

This policy applies across:

- School-based coaching programmes
  - Residential sports camps
  - Holiday camps
  - Competitions and events
  - Recruitment and employment practices
  - Online and digital communications
  - Partner venues and third-party settings
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### **4. Our Commitments**

LSA commits to:

#### **4.1 Equal Opportunity in Employment**

- Recruitment and promotion based on merit
- Fair access to training and development
- Equal pay principles
- Flexible and reasonable adjustments where required
- Zero tolerance for unlawful discrimination, harassment or victimisation

#### **4.2 Inclusive Participation in Sport**

- Ensuring sessions are accessible and inclusive
- Making reasonable adjustments for participants with disabilities or additional needs
- Promoting positive representation and respect in mixed and single-sex environments
- Ensuring no participant is excluded unfairly from programmes or opportunities

#### **4.3 Safe and Respectful Culture**

- Creating environments free from bullying, discrimination or harassment
- Clear reporting routes for concerns
- Linking EDI directly with safeguarding responsibilities
- Addressing incidents promptly and proportionately

#### **4.4 Reasonable Adjustments**

LSA will take reasonable steps to:

- Adapt activities
- Modify equipment where possible

- Adjust delivery methods
- Support communication needs

Where adjustments cannot be made due to safety or operational constraints, we will communicate transparently and explore alternative solutions.

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## 5. Responsibilities

### Senior Leadership

The Senior Leadership Team holds overall accountability for:

- Embedding this policy into operational practice
- Ensuring compliance across all delivery contexts
- Reviewing the policy annually

### Heads of Department

Responsible for:

- Applying EDI principles within their area (Schools, Residentials, Coaches Network, Marketing)
- Ensuring recruitment and delivery decisions are equitable
- Monitoring culture and standards within their teams

### All Staff & Coaches

Must:

- Treat all individuals with dignity and respect
- Challenge discriminatory behaviour
- Report concerns
- Complete required training

Failure to comply may result in disciplinary action.

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## 6. Reporting Concerns

Concerns relating to discrimination, harassment or exclusion should be reported to:

- A line manager, or
- The Safeguarding Lead (where concerns involve participants)

All concerns will be taken seriously and handled confidentially and fairly.

Employees retain the right to raise matters via formal grievance procedures and, where applicable, external legal routes.

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## 7. Monitoring and Review

LSA will:

- Monitor workforce diversity data where appropriate and lawful
- Review recruitment and participation patterns
- Assess complaints and feedback trends
- Review this policy annually

This policy will be formally reviewed each January or sooner if legislation changes.

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## 8. Policy Status

Effective from: January 2026

Review Date: January 2027

Approved by: Director / Founder

Policy Owner: Chief Operating Officer