



Equality, Diversity and Inclusion Policy

Approval body:	NEAT Active Ltd. Board of Directors, which may be delegated
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Statutory policy	No
Publish on website	Yes – Benfield Sports Centre

Review Date	
Frequency	Next Review Due
Every 3 years	October 2026 (or earlier if new guidance or legislation issued and/or business need for earlier review identified)

Version Control:

Author	Date	Version	Status	Notes
Head of Governance and Policy (SH)	01/07/22	1.0	Final	Agreed by NEAT Active Ltd. Board of Directors
Head of Governance and Policy (SH)	13/10/23	2.0	Final	Amended to reflect NAL as a service provider only (not an employer).

1 Purpose

The purpose of this policy is to set out the company's commitment to equality, diversity and inclusion and the guiding principles that it has adopted to enable this commitment to be put into practice.

2 Scope

This policy applies to the company's role as a service provider.

This policy does not apply to NEAT Academy Trust, which has its own policy.

3 Policy statement

NEAT Active Ltd is a wholly owned subsidiary company of NEAT Academy Trust. Both organisations have the same shared purpose: to Nurture, Educate, Achieve and Transform. We have identified five values which are the behaviours that will enable us to achieve our shared purpose and deliver our vision and strategic aims. One of these values is: "Inclusive - We welcome and value every individual and foster a sense of belonging."

We aim to develop a culture in which different groups or individuals from different backgrounds are equally accepted and welcomed and where they feel respected and valued for who they are. We believe that a sense of belonging to the company is important so that everyone is engaged and able to contribute fully to our success.

Our shared purpose and values, together with our equality objectives, reflect our strategic aims. The guiding principles below are designed to ensure that equality, diversity and inclusion is embedded in all aspects of our work.

4 Legal considerations

We welcome the public sector equality duty under the Equality Act 2010: to eliminate discrimination, harassment and victimisation, to advance equality of opportunity and to foster good relations between people who share the following protected characteristics and those who do not: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

We understand the above duty is important in enabling the company to make a positive contribution to wider society, and that they reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

5 Roles and responsibilities

- **NEAT Active Ltd Board of Directors:** The board will review this policy and evaluate its effectiveness in achieving its aims.
- **Executive Director:** is responsible for ensuring this policy is consistently implemented and for taking appropriate action in any cases of potential discrimination.
- **Colleagues:** Everyone who works or volunteers on behalf of NEAT Active Ltd is expected to:
 - take personal responsibility to behave in a manner which is consistent with

- our values;
- positively promote an inclusive culture and challenge any incidents of discrimination, prejudice or stereotyping that may occur;
- keep up-to-date with developments in equality, diversity and inclusion relevant to their work; and
- where relevant to their role, provide appropriate support to service users with specific needs e.g. those with a disability.

6 Guiding principles

In fulfilling the legal requirements described above, we are guided by nine principles:

Principle 1: All members of our community are of equal value.

We view all service users (and where relevant their parents and carers), colleagues, and non-executive directors as of equal value:

- whether or not they are disabled or have physical or mental health challenges;
- whatever their race, ethnicity, culture, national origin or national status;
- whatever their sex, gender or gender identity;
- whatever their religious or non-religious affiliation or their beliefs;
- whether their sexual orientation is towards their own sex, the opposite sex or to both sexes;
- whether or not they are pregnant or are on maternity leave;
- whatever their age; and
- whatever their marital or civil partnership status.

Principle 2: We recognise, respect and value difference and diversity.

Valuing people equally does not necessarily involve treating them all the same. Our policies, procedures and practices must not discriminate but will nevertheless take account of differences of life experience, outlook and background, and the kinds of barriers, disadvantage and prejudice which people may face, in relation to:

- disability, so that reasonable adjustments are made, and physical and emotional wellbeing promoted;
- race and ethnicity, so that different cultural backgrounds and experiences of prejudice are recognised;
- gender, so that the different needs and experiences of girls and boys, women and men, and trans people, whether non-binary or non-gendered, are recognised;
- sexual orientation;
- religion, or a lack of religion, or philosophical beliefs, or a lack of beliefs, that affect their life choices or the way they live;
- age;
- pregnancy or being on maternity leave; and
- marital or civil partnership status.

Principle 3: We foster positive attitudes and relationships, and a shared sense of cohesion and belonging.

We intend that our values, policies, procedures and practices promote:

- positive attitudes towards disabled people, good relations between disabled and non-disabled people, and an absence of harassment of disabled people;
- emotional resilience and wellbeing;

- positive interaction, good relations and dialogue between groups and communities different from each other in terms of ethnicity, culture, religious affiliation or philosophical beliefs, national origin or national status, and an absence of prejudice-related bullying and incidents;
- mutual respect and good relations between boys and girls, and women and men, and an absence of sexual, homophobic, biphobic and transphobic harassment;
- positive interaction between people of different ages; and
- positive attitudes and understanding of women who are pregnant or on maternity leave.

Principle 4: We observe good equalities practice in recruitment, retention and development of non-executive directors and expect our contractors to do the same in respect of their workforce.

We ensure that policies and procedures benefit all individuals, for example in recruitment and promotion, and in access to training and continuing professional development:

- whether or not they are disabled or face physical or mental health challenges;
- whatever their ethnicity, culture, religious belief or non-belief, national origin or immigration status;
- whatever their gender, gender identity and sexual orientation, and with full respect for legal rights relating to pregnancy and maternity; and
- whatever their age.

Principle 5: We aim to reduce and remove inequalities and barriers that already exist.

In addition to avoiding or minimising possible negative impacts of our policies, we take opportunities to maximise positive impacts by reducing and removing inequalities and barriers that may already exist between:

- disabled and non-disabled people;
- people of different ethnic, cultural and religious backgrounds;
- girls and boys, women and men, and trans people; and
- people from different socio-economic backgrounds, from service families or who may be looked after.

Principle 6: We aim to engage, involve and consult widely.

We engage and involve a diverse range of stakeholders to ensure we make well-informed decisions that take into account people with different backgrounds and experiences including when policies and practices are designed and reviewed:

- disabled people as well as non-disabled
- people from the ethnic, cultural and religious backgrounds that make up our community;
- girls and boys, women and men and non-binary people;
- gender diverse people;
- people of all sexual orientations; and
- people of all ages.

We actively consider and assess the potential impact on equalities and diversity at a formative stage when proposals are being drawn up.

Principle 7: Society as a whole should benefit from our policy and strategy.

We intend that our policies and activities should benefit society as a whole, both locally

and nationally, by fostering greater social cohesion, and greater participation in public life of:

- disabled people as well as non-disabled;
- people of a wide range of ethnic, cultural and religious backgrounds;
- girls and boys, women and men and non-binary people;
- gender diverse people;
- people of all sexual orientations; and
- people of all ages.

Principle 8: We regularly set objectives and action plans to progress our commitment.

We recognise that to demonstrate the commitments set out in the above policy statement and these principles we need to set ourselves challenging and measurable objectives that have a positive impact on the lives and experience of our community.

Principle 9: We evidence the impact of our actions through the analysis of quantitative and qualitative data.

We collect quantitative and qualitative information about our progress towards greater equality, diversity and inclusion.

7 Policies and practices

We ensure the nine guiding principles above apply to the full range of our policies and practices.

8 Addressing prejudice and hate crime

We are opposed to all forms of prejudice which stand in the way of fulfilling our commitment to greater equality, diversity and inclusion including:

- prejudices around disability, mental health and special educational needs;
- prejudices around racism and xenophobia, including those that are directed towards religious groups and communities, for example anti-Semitism and Islamophobia, and those that are directed against Gypsy, Roma and Traveller communities, migrants, refugees and people seeking asylum;
- prejudices reflecting sexism and homophobia, biphobia and transphobia; and
- prejudices which may be the precursor to radicalisation and extremism.

There is clear guidance for staff who deliver services on behalf of NEAT Active Ltd defining how prejudice-related incidents should be identified, assessed, recorded and dealt with. We take seriously the expectation that relevant incidents should be reported to third party organisations and we also draw on the support of specialist police officers.

Hate incidents and hate crimes can be reported to Newcastle City Council's third-party reporting process through Stop Hate UK: <http://www.stophateuk.org/talk-to-us/>. Stop Hate UK provides independent and confidential hate crime reporting services, whether you are a victim of hate crime, you have witnessed an incident you believe to be a hate crime or you are a third party to an incident that could be a hate crime.

General

This policy is at the discretion of the company and can be varied at any time. In the event of any conflict with primary legislation or statutory regulations, the legal provisions will have precedence over this policy in all cases.