

	POLICY	Document Number: EDPo01 Version number: 4 Updated: September 2025 Next Review Date: September 2027
	EQUALITY, DIVERSITY & INCLUSION POLICY	

v.	Latest Amendment Details	Authorised by
4	Minor updates following internal and external review	Board

Statement of Intent

Valuing diversity, reducing inequality, and ensuring all people are treated with dignity and respect are fundamental to the Youth Sport Trust. We are committed to creating an environment that celebrates diversity, tackles all forms of discrimination, and actively progresses inclusion—for example, by being anti-racist rather than simply addressing discrimination. We strive to create opportunities for all colleagues to thrive in an inclusive workplace.

We want everyone associated with the Youth Sport Trust to have a fair and equal opportunity to achieve their very best in a safe and supportive environment. We expect all employees, workers, trustees, volunteers, and contractors to understand the importance of these principles and to act consistently with them.

Achieving greater diversity, advancing equality of opportunity, and establishing strong inclusive cultures is everyone's responsibility. The Youth Sport Trust values the contributions of a diverse workforce and is fully committed to eliminating unlawful and unfair discrimination. This policy seeks to prevent and address any unlawful discrimination or unfair treatment, whether intentional or unintentional, direct or indirect.

The Youth Sport Trust shall uphold its internal values of trust, integrity, collaboration, courage, inclusion and responsibility and shall promote dignity in the workplace through its separate Dignity at Work/ Bullying and Harassment policy.

The Board and Chief Executive are responsible for the implementation of this policy, with support from senior managers and employees at all levels. It is the responsibility of everyone involved in the Youth Sport Trust to ensure the principles of the Equality, Diversity and Inclusion Policy are understood and implemented.

This Policy does not form part of your terms and conditions of employment. The Youth Sport Trust reserves the right to amend or remove this Policy.

What is equality, diversity and inclusion?

'Equality' means treating everyone fairly, with equal opportunities and rights. Different people need different support to access the same opportunities.

'Diversity' recognises that this world is full of differences. We should note, value and positively embrace these differences. It is important for differences to be recognised. But it is equally important that, whilst recognising them, each and every person does so positively, with the importance of equality at the forefront of their minds.

'Inclusion' means making everyone feel welcome, respected and valued.

Why might a person be treated unfairly or less favourably?

The Youth Sport Trust is committed to ensuring that all people regardless of their age, disability, colour, race, ethnic origin, sex, gender identity, gender expression, marital or civil partnership, sexual orientation, pregnancy and maternity, nationality, religion or belief have a genuine and equal opportunity to participate in all Youth Sport Trust activities.

Discrimination may also occur if someone is treated unfairly because they are associated with or perceived to have a protected characteristic.

What are the different types of discrimination?

Discrimination can take many forms including verbal, physical and online abuse. It is necessary for people to be aware of the different types of discrimination and the impact their actions have on others.

- **Direct discrimination:** treating someone less favourably because of a protected characteristic. For example refusing to employ a woman because she was pregnant or refusing to work with someone based on their trans status or gender identity.
- **Discrimination by association:** discrimination due to association with someone with a protected characteristic. For example an employee who is straight is treated unfairly because they have been seen socialising with someone who is gay.
- **Discrimination by perception:** discrimination because someone is thought to possess a particular protected characteristic. For example, a heterosexual man who is perceived to be gay or bi.
- **Indirect discrimination:** Policies or practices that disadvantage a group with a protected characteristic unless justified for legitimate reasons. For example, requiring an interview candidate to quickly read and interpret a long piece of text that could put people with dyslexia at a disadvantage or requiring people to be clean shaven can put some religious groups at a disadvantage.
- **Harassment:** Creating a hostile, humiliating, or offensive environment related to a protected characteristic. We also consider it harassment for a worker to be subjected to uninvited conduct related to a protected characteristic which – as an intended or unintended consequence – violates their dignity. For example name calling, lewd comments, excluding colleagues, making insensitive jokes and displaying pornographic material. More detail can be found in our Dignity at Work/ Bullying and Harassment policy.
- **Victimisation:** Treating someone less favourably for raising a complaint or supporting a colleague. For example, an employee who is ostracised or dismissed at work because they spoke up on behalf of one of their colleagues in a harassment investigation.
- **Bullying:** Behaviour which is offensive, intimidating, malicious, insulting or an abuse of power through means intended to undermine, humiliate, unfairly criticise or injure. Bullying is not limited to but can include racist, sexist, ableist and homophobic/biphobic/transphobic language and/or abuse.

Disability-specific discrimination includes:

- Failing to make reasonable adjustments to reduce disadvantages.
- Treating someone less favourably because of something arising from their disability (rather than the disability itself) without good reason which justifies that treatment. For example, a person has a disability which means that they are absent frequently. If we tell them they should not attend a work social event because of their poor attendance levels, this will be discrimination arising from a disability unless we can show a good reason which justifies the treatment.

How we carry out our responsibilities and duties

Everyone at the Youth Sport Trust is essential to the success of this Policy. We all have a legal responsibility to comply with it, and any of us, regardless of seniority, may be personally liable in an employment tribunal for unlawful discrimination if this Policy is breached.

The Youth Sport Trust's Code of Ethics and accompanying Codes of Conduct set out the expected standards of behaviour and should be read alongside this Policy. Everyone involved at the Youth Sport

Trust has a responsibility for adhering to these standards of conduct, behaviour and treating everyone with dignity, respect, sensitivity and fairness. They can be found [here](#).

Line managers are expected to act in full accordance with this Policy, lead by example, and maintain appropriate standards of behaviour within the teams they manage.

The Board and Senior Leadership Team play a critical role in ensuring the Youth Sport Trust meets its Equality, Diversity and Inclusion (EDI) standards through accountability, championing, and role-modelling good practice. By demonstrating the importance of EDI in their daily actions, leaders embed a culture where inclusion, fairness, and respect across the charity.

The ethos and standards covered by this Policy can only be achieved and maintained if everyone cooperates fully and embrace the approach in this Policy. It is important to understand that compliance with the Policy is a legal responsibility. Breaches may result in liability for the Youth Sport Trust and potentially for individuals, including compensation claims. We expect all of our people to take personal responsibility for following this Policy's aims and commitments and for raising any actual or potential breaches to our attention.

Commitment to equal opportunities in recruitment, training and development

Recruitment, promotion, and selection processes will be based on merit, using criteria that avoid discrimination. More information on our commitment in these areas can be found in our Recruitment and Selection Policy, Training & Development Policy and Redundancy Policy.

Training needs will be identified through regular appraisals, carried out in line with our Training & Development Policy. The Youth Sport Trust may implement equitable practices and positive action to address inequalities and remove barriers, ensuring individuals from protected characteristic groups have fair access to opportunities. All employees will be given appropriate access to training to support their progression within the Youth Sport Trust, and all promotion decisions will be made on the basis of merit.

YST regards discrimination, harassment, bullying or victimisation as gross misconduct and may result in dismissal without notice. Complaints will be taken seriously and appropriate measures including disciplinary action may be brought against any individual who unlawfully discriminates against, harasses, bullies or victimises any other person.

How we enforce this Policy and handle breaches

We will investigate any complaint or allegation raised regarding a potential breach of this Policy. If you believe you have been harassed or discriminated against, you should contact your line manager or HR team as soon as possible. If you want to take formal action, you will need to follow our Grievance Policy and our Dignity at Work/ Bullying and Harassment policy.

Individuals will face disciplinary action if we find you have harassed or discriminated against anyone else, in breach of this Policy. Sometimes, this type of behaviour may amount to gross misconduct, in which case we may dismiss you without notice.

Occasionally, people make complaints in bad faith, knowing that they're not true. People might do this to avoid or deflect disciplinary action or performance management. We view any complaint made in bad faith as an act of misconduct, and this will normally lead to disciplinary action. In some cases, bad faith complaints may lead to summary dismissal for gross misconduct.

Additional Advice and Support

In addition to gaining any advice or support from your line manager or the HR Team on how this policy is enacted within YST, you can seek guidance from:

- YST Employee Forum
- YST EDI Management Group

Monitoring and Review

The Youth Sport Trust may record and analyse workforce data. By joining us, you consent to the collection and processing of this data. We use this information to review the composition of our workforce, promote workplace equality and refine this Policy. All data will be stored and processed in accordance with our Data Protection Policy and Privacy Notice.

The HR team will monitor the outcomes of any complaints raised under this Policy to identify patterns of behaviour and assess the quality of investigations. This information will be used to guide training, development and awareness initiatives.

This policy will be reviewed at least every two years, or sooner, if required, due to legislative changes.