

An introduction to equality, diversity and inclusion (EDI)

Everyone has the right to be active and have a fulfilling, enjoyable experience, free from discrimination and abuse. So, it's crucial for staff and volunteers to prioritise EDI in every decision, conversation and challenge to ensure a safe, welcoming and accessible environment for all.

Equality ensures everyone has fair and equitable access to opportunities, regardless of their personal or social characteristics.

Diversity ensures your group reflects your local community and that everyone's values, voices and views are heard and respected.

Inclusion is about meeting the needs of those who would otherwise be excluded. Recognising and reducing the barriers faced by those who are marginalised.

Creating safe, inclusive and accessible environments



Signage - Make sure your activities and policies are clearly signposted for everyone to read and understand.



Communication - Consider how you market your offer, and who you share it with, to reach your wider community.



Imagery - Consider the imagery you're using in your communications and whether it's representative of your community.



Barriers - Understand the barriers your local community face and work with them to overcome them.



Governance - Ensure EDI is regularly discussed at committee meetings and that an EDI policy is in place.



Physical accessibility - Ensure your activities are in an accessible space, make adjustments and provide assistance when needed.



The Equality Act 2010 - This legislation exists to ensure everyone can access safe and inclusive opportunities.



Training - Explore training opportunities for your workforce to improve confidence and knowledge on embedding EDI.



Safeguarding - It's essential to have safeguarding policies in place, which are followed, to keep people safe.



Equipment - Consider any variations in equipment or kit needed to ensure anyone can engage and thrive.

Protected characteristics

The [Equality Act 2010](#) exists to protect people from discrimination and harm based on nine protected characteristics. Here are some ways to put the Act into practice:



Age - Adapt activities to suit participants, whether they're [children and young people](#) or [older adults](#).

Gender reassignment - Ask for participants' pronouns and respect people's gender identity.

Marriage and civil partnerships - Ensure that no one is discriminated or restricted due to their marital status.

Disability - Use a [person-centred approach](#) and consider if activities and [spaces are accessible](#) to everyone.

Race - [Ensure that race isn't a barrier](#) to participation. Use [inclusive language](#), demonstrate allyship and be an [active bystander](#).

Religion or belief - Be aware of religious or cultural practices and holidays that may affect participation and ensure everyone can join social activities.

Sex - Make sure all participants, including any [women and girls](#), feel comfortable and safe to get involved.

Sexual orientation - Ensure that everyone's able to be themselves when taking part, including those from the [LGBTQ+ community](#).

Pregnancy and maternity - Offer flexibility, where possible, to support people with childcare responsibilities.

You may also wish to consider how you can be inclusive to those experiencing other barriers, such as:



Rural exclusion

Use schemes such as car pooling or provide alternative ways to join in, to help people get to or access sessions.



Economic exclusion

Create a [hardship fund](#) to help cover the costs associated to your activities.



Digital exclusion

Think about any alternative methods for promotion and communication, or ways in which digital access could improve someone's activity experience.

