Chance to Shine Foundation

Equality, Diversity and Inclusion Policy

Chance to Shine's mission is to give all young people the opportunity to play, learn and develop through cricket. Inclusion has always been and will continue to be at the heart of all we do; it is one of the core values upon which Chance to Shine was founded.

We aim to foster environments where everyone involved in Chance to Shine can thrive, feel they belong and be themselves. Chance to Shine is therefore committed to embedding equity, diversity, inclusion and a sense of belonging in our workplace and in our programmes. This commitment is reflected in our Equity, Diversity and Inclusion strategy and underpinned by Chance to Shine's legal obligations as determined by the Equality Act 2010.

This is important to us, as we have seen first-hand how creating equitable, diverse and inclusive environments allows people to be happy and flourish – alongside creating a strong organisation.

1. **Purpose**
   - 1.1. This policy sets out Chance to Shine's commitment to ensuring that all people irrespective of their protected characteristics under the Equality Act 2010 of age, disability, sex, gender identity, gender expression, gender reassignment, marriage and civil partnership, pregnancy or maternity and paternity, colour, race, ethnic origin, nationality, religion or belief, or sexual orientation, have a genuine and equal opportunity to participate in all CTS activities.
   - 1.2. It sets out Chance to Shine's commitment to ensuring no person is subject to discrimination, bullying or harassment in any form.
   - 1.3. It sets out Chance to Shine's commitment to creating environments where people are included, treated fairly and with respect.
   - 1.4. It applies to all employees, trustees, volunteers, delivery partners, coaches and any other individuals performing functions in relation to Chance to Shine, such as agency workers.
   - 1.5. It is the responsibility of everyone involved with Chance to Shine to ensure the principles of the Equality, Diversity and Inclusion Policy are understood and implemented.
   - 1.6. The monitoring of this policy is the responsibility of the Chief Executive, who will involve all our senior managers and employees in its implementation and will report against to the Board of Trustees.

2. **Definitions**
   - 2.1. **Equality:** Ensuring people are not treated less favourably or unjustifiably, specifically on the basis of one or more protected characteristics defined by the Equality Act 2010 and other anti-discrimination legislation.
   - 2.2. **Equity:** Offering varying levels of support depending upon the need to achieve greater fairness of outcomes.
   - 2.3. **Diversity**: Recognising and valuing the benefits of different perspectives, backgrounds, and experiences. Also, identifying and acknowledging under-representation, and taking active steps to address it through initiatives, policies, and systemic change.

2.4. **Inclusion:** Actively embracing people with diverse perspectives, backgrounds, and experiences, as well as creating an environment that enables us all to feel a sense of belonging and where we can achieve the extraordinary together.

2.5. **Equality, equity, diversity, and inclusion** are not identical, but they are reliant on one another to tackle discrimination. For example, we cannot achieve real inclusion unless we embrace equality and diversity. We often use diversity as an umbrella term to describe any of our equality, diversity, and inclusion initiatives.

3. Our commitment as an organisation, employer and grant funder

Chance to Shine has its own employees and also grant funds organisations (delivery partners) to deliver our programmes through their coaches.

3.1. In all instances, we are committed to:

- 3.1.1. Creating an environment which is free of bullying, harassment, victimisation and unlawful discrimination.
- 3.1.2. Creating an environment in which individual differences and contributions are recognised and valued, promoting dignity and respect for all.
- 3.1.3. Ensuring our work and programmes are delivered equally and consider the diverse needs of individuals.
- 3.1.4. Challenging discriminatory assumptions and discrimination in all forms.
- 3.1.5. Regularly reviewing our practices and procedures to ensure fairness.
- 3.1.6. Regularly monitoring our progress against Chance to Shine's EDI strategy.
- 3.1.7. Proactively seeking feedback on how to make Chance to Shine's work, activities and environments more inclusive.
- 3.1.8. Proactively promoting CTS Complaint and Whistleblowing policies.
- 3.1.9. Taking serious notice of complaints of bullying, harassment, victimisation, and unlawful discrimination by everyone working for and on behalf of CTS, stakeholders, suppliers, the public and any others in the course of CTS's work activities. Such acts will be dealt with under an appropriate disciplinary procedure.
- 3.1.10. Taking a pro-active and proportionate view in working with partners and suppliers who can demonstrate a like-minded approach to EDI.

3.2. In addition, in our role as an employer we are committed to:

- 3.2.1. Taking steps to ensure equity amongst CTS employees such as ensuring that vacancies are advertised to a diverse range of potential candidates and ensuring there are no unlawful barriers to accessing our employment opportunities, training, progression opportunities, benefits and facilities.
- 3.2.2. Monitoring diversity in CTS employees to ensure equal opportunities throughout CTS. Where appropriate, measures will be taken to identify and remove unnecessary obstacles and to meet the special needs of disadvantaged or underrepresented groups.
- 3.2.3. Providing training, development and progression opportunities to all CTS employees.

3.2.4. Ensuring that all employees have the right to the same contractual pay and benefits for carrying out the same work or work rated as equivalent or of equal value.

3.3. In addition, in our programme delivery partnerships we commit to:

3.3.1. Ensuring that, as a condition of a partnership agreement with CTS, delivery partners must:
- commit to supporting Chance to Shine's EDI strategy
- have a diversity policy for their organisation.

3.3.2. Monitoring the diversity of our delivery partners and coaches to ensure we have a diverse delivery partner and coach network.

3.3.3. Providing training and support to our delivery partners and coaches on topics relating to Equality, Equity, Diversity and Inclusion.

This policy is not a contractual obligation of Chance to Shine and is not intended to create rights other than those which exist as a matter of law. The scope and operation of this policy will be periodically reviewed.

Organisation policies and documents that are referred to or form part of this policy:
- Chance to Shine EDI strategy
- Complaints Policy
- Whistleblowing Policy
- Disciplinary policy
- Grievance policy