



KP IN THE COMMUNITY CIC EQUALITY POLICY LAST REVIEWED 13/05/25

Equality, Diversity & Inclusion Policy for KP In the Community CIC

1. Purpose

The purpose of this policy is to promote and uphold equality, diversity, and inclusion within KP In the Community CIC. We are committed to creating a welcoming environment for everyone, ensuring that all individuals have equal opportunities to participate in basketball regardless of their background.

2. Policy Statement

KP In the Community CIC recognizes the value of diversity and is committed to promoting equality and inclusion in all aspects of our activities. We aim to create an inclusive culture that respects and values individual differences, where everyone feels they belong.

3. Commitment to Equality

Equal Opportunities: KP In the Community CIC actively encourages participation from all sections of society, regardless of race, gender, age, sexual orientation, disability, religion, or cultural background.

Anti-Discrimination: Discrimination, harassment, or victimization in any form will not be tolerated. All members, staff, and volunteers are expected to treat each other with respect and dignity.

Access and Participation: We strive to ensure that all programs, facilities, and activities are accessible to everyone, including individuals with disabilities.

4. Promoting Diversity

Representation: KP In the Community CIC aims to reflect the diversity of our community within our membership, coaching staff, and volunteers. We actively seek to recruit individuals from diverse backgrounds.

Awareness and Education: We will provide training and resources to our staff, volunteers, and participants to raise awareness of diversity issues and promote understanding and acceptance.

5. Inclusion Practices

Inclusive Activities: All basketball programs will be designed to accommodate varying skill levels and backgrounds, ensuring that everyone feels welcome and can participate fully.

Support Networks: We will establish support mechanisms for underrepresented groups, including mentorship programs and partnerships with local organizations that promote inclusion and diversity.

Feedback and Improvement: We encourage feedback from participants about their experiences and will continually improve our practices to foster an inclusive environment.

6. Responsibilities

Leadership Commitment: The leadership team at KP In the Community CIC is responsible for championing equality, diversity, and inclusion within the organization and ensuring this policy is adhered to at all levels.

Training: All staff and volunteers will receive training on equality, diversity, and inclusion to ensure they understand their responsibilities and the importance of creating an inclusive environment.

Reporting: Any incidents of discrimination or exclusion should be reported to the designated Equality and Diversity Officer, who will investigate and address the concerns appropriately.

7. Monitoring and Review

This policy will be reviewed annually to ensure its effectiveness and to implement any necessary changes to enhance our commitment to equality, diversity, and inclusion.

8. Implementation

All members of KP In the Community CIC are expected to uphold this policy. We will promote this policy through our communications and ensure that it is accessible to all participants and stakeholders.