



EQUALITY, DIVERSITY AND INCLUSION POLICY

Version: 1.0

Effective from: 6th March
2026

Review due: Jan 2027



safeguarding@jonesbadmintonacademy.co.uk



www.jonesbadmintonacademy.co.uk

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1. Purpose

The purpose of this Equality, Diversity and Inclusion (EDI) Policy is to promote fairness, respect, and opportunity for everyone involved with Jones Badminton Academy (JBA).

This policy supports JBA's commitment to creating a positive, welcoming environment where all individuals feel valued and able to participate fully, regardless of background or personal characteristics.

The policy applies to all players, parents/carers, coaches, volunteers, and anyone engaged in JBA activities. All members of the JBA community are expected to adhere to this policy at all times.

2. Our Beliefs and Values

JBA is guided by the following core principles:

- **Equality**

Treating everyone fairly, recognising that individuals have different needs and ensuring those needs are respected.

- **Diversity**

Valuing the unique characteristics, perspectives, and life experiences that define us as individuals.

- **Inclusion**

Removing barriers to participation and creating a sense of belonging by acknowledging difference and treating everyone with dignity and respect.

These values are demonstrated through our actions, behaviours, coaching practice, and organisational decisions.

3. Policy Statement

JBA is committed to promoting equality, celebrating diversity, and fostering inclusion. We actively oppose and seek to eliminate all forms of unlawful discrimination, harassment, victimisation, and bullying.

JBA will not tolerate discrimination on the basis of any protected characteristic and is committed to encouraging equal opportunities across all aspects of our academy.

Protected characteristics under UK law include:

- **Age**
- **Disability**
- **Gender reassignment**
- **Marriage or civil partnership**
- **Pregnancy and maternity**
- **Race (including nationality and ethnicity)**
- **Religion or belief**
- **Sex**
- **Sexual orientation**

4. Definitions

The Equality Act 2010 (the "Act") legally protects people from discrimination in the workplace and in wider society. It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in certain situations. The Act sets out the different ways in which it is unlawful to treat someone.

Direct Discrimination

- A person (A) discriminates against another (B) if, because of a protected characteristic, A treats B less favourably than A treats or would treat others.

Indirect Discrimination

- A person (A) discriminates against another (B) if A applies to B a provision, criterion or practice which is discriminatory in relation to a relevant protected characteristic of B.

Discrimination Arising from Disability

- When a disabled person is treated unfavourably because of something connected with their disability, and this unfavourable treatment cannot be justified, this is unlawful. This form of discrimination applies only to disability.

Harassment

- Unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment.

Victimisation

- It is unlawful to treat a person less favourably because they have made allegations or brought proceedings under anti-discrimination legislation, or because they have supported another person to do so.

Bullying

- A form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual.

Chapter 2 of the Equality Act 2010 provides further definitions relating to specific protected characteristics and should be referred to where necessary.

5. Organisational Commitments

JBA commits to:

- Providing a safe, inclusive, and respectful environment for all participants
- Ensuring fair access to opportunities within the academy
- Making reasonable adjustments where possible to support participation
- Challenging discriminatory language or behaviour
- Embedding EDI principles into coaching practice, policies, and decision-making
- Aligning with the EDI Strategy and Codes of Conduct promoted by Badminton England
- Reviewing practices regularly to improve inclusion and accessibility

Equality, diversity, and inclusion are ongoing commitments, not one-off actions.

6. Expectations of Staff, Coaches, Volunteers, Players, Parents and Guardians

All people involved with JBA are expected to:

- Treat everyone with respect and fairness
- Uphold this policy in behaviour and practice
- Challenge discrimination where safe to do so
- Act as positive role models
- Support an inclusive environment for all players and families

Adherence to this policy forms part of JBA's codes of conduct and contractual expectations.

7. Reporting and Compliance

JBA regards all forms of discrimination, harassment, bullying, and victimisation as unacceptable.

Individuals are encouraged to raise concerns or complaints without fear of reprisal. All reports will be taken seriously and investigated appropriately.

Reports and complaints should be made to Director and Head Coach Samuel Jones via email: sam@jonesbadmintonacademy.co.uk

Where a coach, volunteer, parent/carer, or player is found to have breached this policy, JBA may take action in line with its safeguarding or disciplinary procedures.

8. Positive Action and Training

JBA promotes equality and inclusion through positive action, education, and awareness. Coaches are supported to understand acceptable behaviours through guidance, discussion, and, where appropriate, training. JBA encourages ongoing professional development and engagement with inclusive coaching practices.

9. Review

This policy will be reviewed annually or sooner if legislation, guidance, or organisational needs change.

