



OLD GRAVESENDIANS SPORTS ASSOCIATION LTD

Fleetway Sports Ground, Bronte View, Gravesend, Kent, DA12 1PX

Equality, Diversity & Inclusion Policy

1. Policy Statement

The Old Gravesendians Sports Association Ltd (hereafter either the OGSA or Club) is committed to promoting equality, celebrating diversity and ensuring inclusion across all aspects of its organisation. As a co-operative-owned sports association operating under the **Co-operative and Community Benefit Societies Act 2014** the OGSA aims to provide fair and equitable access to sport for all.

The OGSA complies fully with the **Equality Act 2010**, ensuring that no individual is discriminated against, harassed, or victimised on the basis of:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

We also recognise socio-economic disadvantage, caring responsibilities and cultural background as important factors in inclusion.

2. Purpose

This policy ensures:

- Equal access to membership, volunteering and participation
- A safe, respectful and inclusive environment
- Compliance with legal and governance requirements
- Removal of barriers to participation
- Promotion of diversity within leadership and decision-making

3. Scope

This policy applies to:

- Members
- Volunteers
- Directors, Officers and Committee members



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- Visitors

4. Our Commitments

4.1 Equal Access

The OGSA will:

- Provide fair and open membership
- Ensure fees and structures do not create unnecessary barriers
- Offer accessible opportunities for all ages and abilities
- Make reasonable adjustments for disabled members

4.2 Inclusive Culture

The OGSA promotes:

- Respectful behaviour
- Zero tolerance for discrimination, bullying, or harassment
- Positive representation of diverse groups
- Inclusive language and communication

4.3 Diverse Participation

The OGSA will actively encourage participation from:

- Under-represented groups
- Low-income households
- Disabled people
- Women and girls
- Ethnic minority communities
- LGBTQ+ participants

4.4 Governance & Leadership

The OGSA commits to:

- Diverse representation on committees
- Inclusive decision-making
- FCA-aligned governance practices
- Annual review of EDI progress



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5. Preventing Discrimination

The OGSA prohibits:

- Direct discrimination
- Indirect discrimination
- Harassment
- Victimisation
- Unlawful exclusion
- Discriminatory language or behaviour

All concerns will be investigated promptly and fairly.

6. Reasonable Adjustments

The OGSA will make reasonable adjustments to ensure inclusion, including:

- Accessible facilities
- Flexible communication formats
- Support for neurodiverse participants
- Adjusted roles for volunteers with disabilities

7. Inclusive Events & Activities

The OGSA ensures:

- Events are accessible and welcoming
- Clear communication of expectations
- Consideration of cultural and religious needs
- Safe spaces for children, vulnerable adults, and minority groups

8. Reporting Concerns

Anyone can report discrimination or inclusion concerns to:

The Welfare Officer

info@ogsa.co.uk

Fleetway Sports Ground, Bronte View, Gravesend, Kent, DA12 1PX

Reports will be:

- Treated confidentially
- Investigated promptly
- Addressed with appropriate action

Website: www.ogsa.co.uk



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9. Data Protection & EDI

The OGSA handles personal data in line with UK GDPR:

- Sensitive data (e.g., disability, gender identity) is protected
- Data is used only for inclusion purposes
- Consent is required for optional disclosures

10. Monitoring & Review

The OGSA will:

- Review this policy annually
- Monitor participation demographics
- Assess barriers to inclusion
- Report progress to members
- Update practices in line with Sport England guidance

Version Control: Document History				
Version	Date	Owner	Description	Review date
V1.0	24/09/2026	Welfare Officer	Initial draft of Equality, Diversity and Inclusion Policy	