Equality, Diversity & Inclusion Policy

1. Our commitment

EVO Academy CIC exists to make wrestling open to everyone in our community, whatever their background or circumstances. We are committed to treating all people fairly, with dignity and respect, and to removing barriers that stop people taking part. Inclusion is not an add-on for us; it is the reason the Academy exists, and our low-cost and free places are part of how we live it.

2. Scope

This policy applies to everyone connected with EVO: directors, coaches, staff, volunteers, members, trainees, parents, guests and partners, in all our activities, at training and at events.

3. The law

We act in line with the Equality Act 2010, which protects people from discrimination on the basis of the protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. We do not tolerate direct or indirect discrimination, harassment or victimisation on any of these grounds.

4. What we do in practice

- We welcome members regardless of background, identity, ability or means, and we keep our fees deliberately low, with free places so that cost is never the reason someone cannot train.
- We make reasonable adjustments wherever we can for disabled members and those with additional needs, and we ask people what would help rather than assuming.
- We coach and communicate in ways that are inclusive, and we challenge language or behaviour that excludes or demeans.
- We recognise that some members are more vulnerable at different times, and we keep dignity and respect at the centre of everything, including changing and supervision arrangements.

- We seek to reflect our community among our coaches and volunteers, and to give young people from the area a route to develop.

5. Harassment, bullying and discrimination

Discrimination, harassment and bullying of any kind are treated as conduct matters under our Code of Conduct, and as safeguarding matters where a child or adult at risk is involved. Concerns are raised with the Designated Safeguarding Lead and may be escalated under our Whistleblowing Policy.

6. Responsibility, review and related documents

Every person connected with EVO shares responsibility for upholding this policy; the directors are accountable for it. It is read alongside the EVO Code of Conduct, the two Safeguarding Policies and the Anti-Bullying Policy, and is reviewed annually.

Came into force: 15 June 2026 **Last reviewed:** 15 June 2026 **Next review due:** 15 June 2027

Signed (Designated Safeguarding Lead): _____

Name: Adam Moverley **Date:** _____