



Equality, Diversity and Inclusion Policy

Billingham Boxing Academy is committed to promoting equality, diversity, inclusion, dignity, and respect throughout all boxing and club activities. The club aims to provide a safe, welcoming, and inclusive environment for all participants regardless of background or personal characteristics.

1. Policy Statement

The club opposes all forms of unlawful discrimination, harassment, bullying, victimisation, and abuse.

The club will comply with:

- Equality Act 2010
- Human Rights Act 1998
- England Boxing Equality and Safeguarding Policies
- Relevant UK legislation and guidance applicable in 2026

The club is committed to ensuring equal opportunities for all members, coaches, volunteers, staff, parents, and visitors.

2. Aims of the Policy

The aims of this policy are to:

- Promote equality and inclusion in boxing
- Create an environment free from discrimination and harassment
- Encourage participation from underrepresented groups
- Ensure everyone is treated with dignity and respect
- Challenge inappropriate language and behaviour
- Ensure fair and transparent decision-making processes

3. Protected Characteristics

The club recognises and protects the rights of individuals under the Equality Act 2010, including protection from discrimination based on:

- Age

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

4. Responsibilities

Trustees, committee members, coaches, volunteers, and members all share responsibility for promoting equality and inclusion.

The club committee will:

- Implement and review this policy
- Address complaints appropriately
- Promote inclusive practices
- Ensure England Boxing standards are followed

Coaches and volunteers must:

- Treat everyone fairly and respectfully
- Avoid discriminatory behaviour or language
- Report concerns promptly
- Promote positive role models and inclusive participation

5. Inclusion and Participation

The club welcomes participation from people of all backgrounds and abilities wherever reasonably practicable.

The club will:

- Make reasonable adjustments for disabled participants
- Promote opportunities for women and girls in boxing
- Encourage community participation
- Support participants experiencing disadvantage or exclusion
- Ensure fair access to training and activities

6. Bullying, Harassment and Discrimination

Bullying, harassment, abuse, intimidation, victimisation, or discriminatory behaviour will not be tolerated.

Examples include:

- Offensive language or jokes
- Racist, sexist, homophobic, transphobic, or discriminatory comments
- Exclusion or unfair treatment
- Online abuse or social media harassment

- Physical or verbal intimidation

Any breach may result in disciplinary action, suspension, or removal from the club.

7. Safeguarding and Welfare

The club recognises the importance of safeguarding children, young people, and adults at risk.

The club will:

- Follow England Boxing safeguarding procedures
- Appoint a Club Welfare Officer
- Ensure DBS checks are completed where required
- Maintain safe recruitment practices
- Promote welfare and wellbeing for all participants

8. Complaints and Reporting

Any concerns relating to discrimination, bullying, harassment, or unfair treatment should be reported to:

- A coach
- Committee member
- Club Welfare Officer

Complaints will be handled fairly, confidentially, and in accordance with club procedures.

9. Social Media and Conduct

All members and representatives of the club are expected to behave respectfully online and offline.

Discriminatory, abusive, or offensive content on social media linked to the club may lead to disciplinary action.

10. Monitoring and Review

The club will review this policy annually and following any significant legal, safeguarding, or England Boxing updates.

The club will continue to assess participation and inclusion practices to improve equality and diversity across all activities.