

DOCUMENT CONTROL	
Version 2	Updated March 2024
Next review	March 2025

Dennis and Dyer Cultural and Diversity Policy

The Academy Vision:

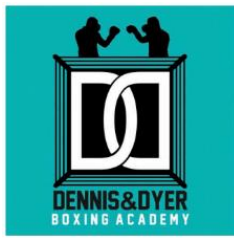
At The Dennis and Dyer Boxing Academy we aim to be an inclusive and welcoming environment for our members because we believe that we can have a bigger impact when we embrace our differences to drive our members to better results. We believe that opportunities should be open to all and is committed to providing services which embrace inclusivity, diversity and promote equality of opportunity. Our goal is to ensure that these commitments reinforced by our values are embedded in to our day to day working practices with all our members and colleagues.

Our aims:

- To provide equality of opportunity to all members to participate in boxing and fitness activities at all levels whether as a member for the first time, or as a member who uses our academy facilities on a regular basis. We do not discriminate on the grounds of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation.
- To develop a culture that enables and values of all involved, embedding and promoting the principles of equality and fairness through delivery of boxing and fitness programmes.
- To create an environment in which all have equal opportunities to learn or participate in boxing and fitness activities.
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How do we achieve this:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Promoting equality of opportunity and diversity within the communities in which we work by sharing our boxing and fitness development aims.
- Ensuring our boxing and fitness programmes reflect the diversity and needs of the communities it works with.



- Provide value for money activities to ensure equality of opportunity as far as possible.
 - Create an environment which is both safe and fun for all ages, where members and athletes are supported and talent can grow.
 - Communicate effectively with underrepresented groups using website and promotional material that reflects target groups and local diversity.
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- Monitoring member participation and feedback to identify and develop opportunities for continuous improvement.
 - Developing a workforce of coaches which reflects our customer base within the diverse communities in which we work.
 - To prevent and tackle the bullying of members, children and young people. We expect our coaches to take a strong stand against all bullying – particularly prejudice-based racist, sexist and homophobic bullying.