**EDI policy Template - How to use**

Here below you will find a comprehensive template to build your club’s EDI policy.

Please read the document carefully and proceed as follow:

1. Wherever you find something highlighted in yellow, insert the information required. It could be the name of your club, or specific information (ie number, date etc).
2. Each voice of the template can be modified or cancelled to fit your club’s needs. Blue description helps you with filling in missing information.
3. Once completed, delete all the content in this page, all the blue comments and yellow highlighting, save your document in pdf and it’s ready for use.

If you need any help with the completion of your constitution, please contact amanda.burgio@irishsquash.com



**[NAME OF CLUB]**

**Equality, Diversity and Inclusion Policy**

[Name of the Club] reaffirms its commitment to fostering equal opportunities, inclusivity, and anti-discrimination within all aspects of squash at the club, both on and off the court. This commitment goes beyond mere compliance and aims to cultivate a culture where diversity is celebrated, and all members are empowered to contribute and feel valued.

[Name of the Club] aspires to be a leading squash club in promoting and implementing equality, diversity, and inclusion. The club aims to ensure that squash becomes a sport free from discrimination, harassment, and prejudice, truly reflecting the diverse makeup of our community.

**Scope of Policy**

This policy applies to all activities and operations of [Name of the Club] and is relevant to all members, volunteers, coaches, contractors, parents, and anyone representing the club.

**Objectives of Policy**

This policy is designed to:

* Promote an environment of equality and fairness within the club.
* Encourage members and all those involved to administer club competitions and activities in a fair and equal manner.
* Involve individuals from all backgrounds and abilities in the sport of squash.
* Embed a culture of equality, diversity, and inclusion in all aspects of club operations.
* Comply with the National Sports Policy (2018-2027) to ensure at least 40% of Board positions are held by women.

**Policy Guidelines**

The policy aligns with the Equal Status Acts 2000-2018 (or relevant equality legislation in Northern Ireland). These laws prohibit discrimination on the grounds of gender, marital status, family status, age, disability, sexual orientation, race, religion, and membership of the Traveller community.

[Name of the Club] will promote equality and prevent discrimination through education, training, and awareness initiatives. All members, coaches, officials, and volunteers are required to adopt and uphold the principles outlined in this policy.

Club Committee & Coaches will ensure that club policies and practices align with this policy. Coaches and Officials must complete training on equality, diversity, and inclusion. Participants and Volunteers are expected to uphold the principles of this policy in their interactions and behaviours.

[Name of the Club] will take positive action to promote equality by implementing initiatives aimed at increasing the participation of underrepresented groups within the club, such as women, young players, ethnic minorities, people from disadvantaged groups, and individuals with disabilities.

The Club Governance Committee will monitor compliance with this policy and report annually to the Club Board. Breaches of this policy will be investigated, and appropriate action will be taken.

**Definitions**

Discrimination: Any form of unequal treatment, whether direct or indirect, based on grounds such as gender, marital status, family status, age, disability, sexual orientation, race, religion, or membership of the Traveller community.

Direct Discrimination: Treating a person less favourably than another in a comparable situation based on any of the prohibited grounds.

Indirect Discrimination: Policies or practices that appear neutral but disproportionately disadvantage specific groups.

Harassment: Unwanted conduct related to any of the prohibited grounds that violates a person’s dignity and creates an intimidating, hostile, degrading, humiliating, or offensive environment.

Sexual Harassment: Unwanted verbal, non-verbal, or physical conduct of a sexual nature.

Victimisation: Treating someone less favourably because they have made, supported, or participated in a complaint about discrimination or harassment.

Reasonable Accommodation: Adjustments or modifications made to enable individuals with disabilities to participate equally and fully.

Positive Action: Specific measures taken to promote equality for disadvantaged or underrepresented groups.