

Tackle the Mindset – Equality, Diversity & Inclusion Policy



1. Policy Statement

At Tackle the Mindset, we are committed to creating an inclusive environment where every participant, staff member, and partner feels respected, valued, and empowered. We actively promote equality, celebrate diversity, and ensure inclusion is embedded in every aspect of our rugby coaching programs.

2. Purpose

This policy outlines our commitment to:

- Providing equal opportunities for all, regardless of background or identity
- Challenging discrimination, prejudice, and inequality
- Creating a culture of respect, belonging, and fairness

3. Scope

This policy applies to all staff, volunteers, participants, and stakeholders involved in Tackle the Mindset activities, including schools, clubs, and community partners.

4. Our Commitments

We will:

- Treat everyone with dignity and respect
- Ensure our programs are accessible to all, including those with SEMH and SEND needs
- Make reasonable adjustments to remove barriers to participation
- Use inclusive language and imagery in all communications
- Promote positive role models and diverse representation in our coaching and materials

5. Legal Framework

This policy aligns with the Equality Act 2010 and covers all protected characteristics:

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

6. Inclusive Practice in Coaching

- Sessions are adapted to meet the needs of all participants
- Coaches receive training on inclusive delivery and unconscious bias
- We foster a team culture that values empathy, collaboration, and mutual respect

7. Recruitment and Staffing

- We recruit staff and volunteers based on merit, skills, and values
- We encourage applications from underrepresented groups
- All staff are expected to uphold this policy and model inclusive behaviour

8. Reporting and Addressing Discrimination

- Any form of discrimination, harassment, or bullying will not be tolerated
- Concerns can be reported to the Founder or Designated Safeguarding Lead
- All reports will be taken seriously and handled confidentially

9. Monitoring and Review

- We regularly review our practices to ensure they remain inclusive and effective
- Feedback from participants, schools, and staff is welcomed and used to improve
- This policy is reviewed annually or following significant changes in legislation or practice

10. Contact Information

- Equality Lead: Kyle Lund
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