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*Self-Belief Commitment Respect Integrity Passion Teamwork*



## Primary Sports Stars Group Diversity and Inclusion Policy 2025/2026

### **1. Purpose**

This policy sets out our commitment to creating an inclusive, safe, and welcoming environment for all children, families, staff, and school partners. We believe every child should have equal access to high-quality physical education, sport, and physical activity, regardless of background, ability, or personal circumstances. Inclusion is central to our mission and underpins all coaching, communication, and operational decisions.

### **2. Scope**

This policy applies to:

- Curriculum PE lessons
- Extra-curricular clubs
- Lunchtime and after-school activities
- Holiday camps
- All staff, volunteers, and external partners representing the company

### **3. Our Commitment to Inclusion & Diversity**

We are committed to:

- Providing equitable opportunities for all children to participate and succeed in sport and physical activity

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- Celebrating diversity and promoting respect for all individuals
- Removing barriers to participation wherever reasonably possible
- Ensuring our programmes reflect the needs of the communities and schools we serve
- Creating environments where every child feels valued, safe, and able to express themselves

## **4. Protected Characteristics**

In line with the Equality Act 2010, we do not tolerate discrimination based on:

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

We recognise that children may not always identify with these characteristics in the same way as adults, but we remain committed to upholding the spirit and legal requirements of the Act.

## **5. Inclusive Coaching Practice**

Our coaches will:

- Adapt activities to meet a wide range of abilities, needs, and learning styles

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- Use positive language and behaviour management strategies that promote respect and belonging
- Encourage teamwork, empathy, and fair play
- Provide differentiated challenges to ensure all children can participate meaningfully
- Ensure equipment and activities are accessible and safe for all
- Promote gender-inclusive participation and challenge stereotypes in sport
- We will always consider whether the environment is appropriate for participating children and have an honest and open discussion with families to support this

## **6. Supporting Children With Additional Needs**

We work closely with schools, parents, and carers to understand and support children with:

- SEND (Special Educational Needs and Disabilities)
- Medical conditions
- Behavioural or emotional needs
- Physical or sensory impairments
- Social, cultural, or language barriers

Reasonable adjustments may include:

- Modified rules or equipment
- Visual aids or simplified instructions
- Additional processing time
- Alternative roles or responsibilities
- One-to-one support where appropriate

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The Primary Sports Stars Group can't always support SEND needs for extra-curricular clubs and sports camps and would ask that parents get in touch to discuss whether the environment is appropriate and/or safe and to investigate if the school can support them to reduce barriers.

## **7. Cultural and Religious Inclusion**

We respect and accommodate cultural and religious needs, including:

- Clothing requirements
- Fasting periods
- Prayer times
- Participation in specific activities
- Observance of cultural celebrations

We work with schools and families to ensure children feel comfortable and respected at all times.

## **8. Gender Inclusion**

We promote gender equality by:

- Encouraging mixed-gender participation
- Challenging gender stereotypes in sport
- Ensuring equal access to opportunities, equipment, and coaching attention
- Respecting children's gender identity and preferred names/pronouns (in line with school policy and safeguarding guidance)

## **9. Behaviour, Language & Conduct**

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All staff must:

- Model inclusive, respectful behaviour
- Challenge discriminatory language or behaviour immediately
- Report any incidents of bullying, harassment, or discrimination to the Designated Safeguarding Lead (DSL)
- Create a positive environment where differences are celebrated

## **10. Staff Training & Development**

We ensure all staff receive:

- Safeguarding and child protection training
- Equality, diversity, and inclusion training
- SEND awareness and inclusive coaching strategies
- Ongoing CPD to maintain high standards of practice

## **11. Partnership With Schools & Families**

We work collaboratively with:

- School leadership teams
- SENCOs
- DSLs
- Parents and carers

This ensures we understand individual needs, share relevant information appropriately, and provide consistent support across settings.

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## **12. Monitoring & Continuous Improvement**

We regularly review:

- Participation data
- Feedback from children, parents, and schools
- Staff reflections and observations
- Incident logs and adjustments made

This helps us identify gaps, remove barriers, and continually improve our provision.

## **13. Reporting Concerns**

Any concerns relating to discrimination, exclusion, or barriers to participation should be reported to:

- The company's Inclusion Lead
- The Designated Safeguarding Lead
- The school's safeguarding team

All concerns will be taken seriously, investigated promptly, and addressed in line with safeguarding procedures.

## **14. Policy Review**

This policy will be reviewed annually or sooner if:

- Legislation changes
- Best practice guidance is updated

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- Feedback or incidents highlight the need for revision

