



The Swans Community Partnership – Equality, Diversity and Inclusion Policy

1. Introduction:

The Swans Community Partnership (TSCP) is a not-for-profit Community Interest Company (CIC), deeply rooted in the heart of Newport Pagnell, working across community sport programmes, youth development, health & wellbeing, alternative provision, workforce development and football development.

[Swans Community Partnership | Community Sport Programmes Newport Pagnell](#)

We believe that sport, physical activity, youth development and community engagement should be open and accessible to all, regardless of background, identity or circumstance. We embrace equality, diversity and inclusion (EDI) as core values. This EDI Policy supports our mission to expand opportunities, reduce inequalities, enable participation, support wellbeing and create positive pathways for young people and communities.

2. Purpose & Scope:

This policy sets out our commitment to:

- Eliminating discrimination, harassment and victimisation;
- Advancing equality of opportunity;
- Fostering good relations between people from different backgrounds;
- Ensuring our services, programmes and workforce are inclusive, accessible, and reflective of the diverse communities we serve.

This policy applies to all staff, coaches, volunteers, directors, partners, participants, referees, external contractors and anyone engaged with TSCP's programmes and activities.



3. Legal and Policy Framework:

We recognise our obligations under the UK Equality Act 2010 and other relevant legislation, and we go beyond legal compliance to embed EDI into all that we do. Protected characteristics include: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.

We also recognise that there are other grounds for disadvantage or discrimination (social class, socio-economic status, caring responsibilities, neurodiversity, mental health) and we commit to addressing these as part of our inclusive approach.

4. Our Commitments:

- 4.1** We will treat all people with dignity and respect, value diversity and differences, and create an environment where everyone feels they belong.
- 4.2** We will promote equality of opportunity and remove barriers to participation in our services, programmes, volunteering, employment and governance.
- 4.3** We will deliver services that are accessible, inclusive, and meet the differing needs of communities, including those who are under-represented or marginalised.
- 4.4** We will proactively target our programmes and outreach to connect with communities who face greater barriers to sport, physical activity, youth engagement or employment (for example, girls & women in sport, youth at risk, communities under-represented in football leadership).
- 4.5** We will ensure that our coaching, workforce development and volunteer programmes reflect diversity and inclusion (for example by embedding inclusion & differentiation in coach education, offering access to under-represented groups).
- 4.6** We will continuously monitor, review and improve our practices, policies, communications and culture to ensure they support EDI.



5. Specific Application to Our Strands of Work:

Community Sport Programmes / Health & Wellbeing:

- Ensure our sessions and activities are open and welcoming to all ages, genders, ethnicities, abilities and socio-economic backgrounds.
- Provide women-only or girls-only sessions when required to remove gender-specific barriers (for instance a women's walking group).
- Make reasonable adjustments for disabled participants, those with additional needs, mental health vulnerabilities or those from disadvantaged backgrounds.
- Use inclusive language, marketing and communication to reach diverse audiences.

Youth Development / Alternative Provision:

- Ensure youth programmes (including those with young people at risk or in referral pathways) treat all young people equally and support them to succeed regardless of background or prior disadvantage.
- Embed personalised support and progression pathways for those from under-represented or marginalised groups.
- Train coaches and staff in awareness of EDI issues, safeguarding, unconscious bias and inclusive practice.

Workforce Development / Football Development:

- Ensure recruitment, training, promotion and retention of coaches, leaders and volunteers reflect the diversity of the communities we serve.
- Embed inclusion & differentiation modules in coach CPD programmes (for example session plans include inclusion & differentiation).



- Ensure our leadership programmes (including in partnership) proactively encourage women, ethnic minorities, disabled people and others under-represented in sports leadership to apply and progress.

6. Roles & Responsibilities:

- The Board of Directors of Swans Community Partnership has ultimate oversight of this EDI Policy.
- The Director / Designated EDI lead – *Rosie Thurston* is responsible for implementing this policy, monitoring compliance, reporting progress and recommending improvements.
- All staff, coaches, volunteers, partners and contractors are expected to follow this policy, treat others with respect, promote inclusion and bring any concerns promptly to management.
- Programme / Coaching leads must ensure EDI considerations are embedded in planning, delivery, evaluation and review of all strands.
- We will ensure that training, support and resources are available to enable everyone in the organisation to fulfil their EDI responsibilities.

7. Monitoring, Evaluation & Reporting:

- We will collect data (where appropriate and respecting privacy / confidentiality) on workforce diversity, participant demographics, programme reach and progression to monitor inclusion and identify gaps or barriers.
- We will use participant / volunteer / coaches feedback, engagement levels and evaluation data to assess how inclusive and accessible our services are.
- We will report annually to the Board of Directors on EDI progress, key metrics, action plans and next steps.



- We will review this policy every year (or sooner if required by legislative or organisational change) and update our action plan accordingly.

8. Implementation & Action Plan:

Within each area of our work (community sport; youth development; health & wellbeing; workforce development; football development) we will develop specific, measurable objectives and actions. Examples include:

- Increase representation of under-represented groups in our volunteering / coaching workforce by 20 % by 2027.
 - Increase our women / girls-only sessions by 10% each year.
 - Provide 100 % of staff / coaches with EDI / inclusion training by July 2026.
 - Audit our marketing and promotional materials for inclusive imagery and accessible language (ongoing / programme specific).
 - Review accessibility of venues and make reasonable adjustments for disabled participants (ongoing / programme specific).
- Responsibility for each action will be assigned, timelines set and progress tracked.

9. Complaints, Harassment & Discrimination:

- Swans Community Partnership does not tolerate discrimination, harassment or victimisation of any person under any circumstances.
- Any participant, staff member, volunteer or partner who believes they have experienced or witnessed discrimination, or harassment should report the matter to the EDI lead or Director.
- Reports will be treated seriously, promptly investigated, appropriate action taken (which may include disciplinary or exclusion processes) and lessons learned shared.



- We will also monitor for indirect discrimination or un-intended barriers and respond as needed.

10. Communication & Training:

- This policy will be circulated to all staff, coaches, volunteers, partners, and will form part of induction processes.
- All staff and coaches will receive periodic training on equality, diversity, inclusion, unconscious bias, inclusive coaching practice and supporting diverse participants.
- We will promote the policy and good practice in our communications, website, programme materials, social media and external partnerships.

11. Partnerships & Procurement:

- We will encourage all our partners, contractors and suppliers to adopt inclusive practices aligned with this policy.
- In procurement and partnership decisions we will give due consideration to EDI credentials and track record of organisations we work with.

12. Review & Approval

- This policy was approved by the Board of Swans Community Partnership on [date].
- The next review date is [date].
- Any amendments before that date will be communicated to staff, coaches and other stakeholders.

This policy approved by: Board of Directors of The Swans Community Partnership: (*Caroline Moran, James Badham & Rosie Thurston*)

Policy Review Date: 11/11/2026

Next Review date: 01/11/2026