



## **EQUALITY, INCLUSION AND DIVERSITY POLICY**

Date of policy	17.01.25
Signed off by Board	Jan 2025
Review date	Jan 2028

### **STATEMENT OF POLICY**

Parkour UK believes that everyone should have equal chances in life no matter what their ability, ethnicity, gender, beliefs, or life experiences. We want to make sure that our services are available to all.

Our values are freedom, self-discipline, challenge & community. We celebrate differences and want to recruit and retain a diverse workforce, including volunteers who wish to join us. We believe this will increase the range of skills and talents within the organisation.

Diversity is important because it drives creativity and innovation, unique perspectives, and new opportunities. Every single person sees the world in a different way and has different knowledge, perspectives, and points of view that enrich our collective cultures and perspectives.

Inclusion is important because we understand the importance of embracing the fact that everyone has value to add, to build a truly equitable community that is accessible to everyone. Parkour UK aspires to create a sense of belonging; one that improves leadership; community experience and enhances innovation.

The aim of the Policy is to support all parts of society to achieve a fulfilling experience of parkour by using the talents and resources of all our employees and volunteers. We will recognise and value individual differences and challenge discriminatory practices or attitudes.

### **EMPLOYMENT AND VOLUNTEERING**

Our procedures are designed to treat individuals solely according to their ability to meet job/role requirements. This will ensure that in all aspects of employment, employees are treated as unique individuals.

To support this, we will:

Keep diversity and inclusion at the forefront of decision-making.

- Be proactive and robust in monitoring, managing and reviewing recruitment procedures, employment and volunteering practices to ensure that our procedures are fair and that applicants are considered solely based on merit and ability.
- Encourage constructive challenge and solution-based strategies in a safe and supportive environment.
- Address any inequalities which become apparent from our monitoring
- Aim to attract and select the best employees and volunteers from all sections of the community through the application of valid, reliable, and fair recruitment selection methods.
- Ensure that work environments are progressive, fair, supportive, and empowering.

## **RECRUITMENT AND SELECTION**

- The recruitment and selection process is crucially important to any equality, inclusion, and diversity policy. We will endeavour through appropriate training, support and guidance to ensure that employees, board members and volunteers making a selection and recruitment decisions will not discriminate, whether consciously or unconsciously, in making these decisions.
- Promotion and advancement will be made on merit and all decisions relating to this will be made within the overall framework and principles of this policy.
- Job descriptions will be revised to ensure that they are in line with this policy. Job requirements will be reflected accurately within roles and the required knowledge, skills and experience.
- We will adopt a consistent, non-discriminatory approach to the advertising of vacancies.
- We will not confine our recruitment to areas or media sources which provide only, or mainly, applicants of a particular group.
- All applicants who apply for jobs with us will receive fair treatment and will be considered solely on their ability to do the job.
- All contributors to recruitment processes will periodically review their selection criteria to ensure that they are related to the job requirements and do not unlawfully discriminate.
- Shortlisting and assessment interviews will be carried out by a diverse interview panel.
- Interview questions will be related to the requirements of the job and will not be of a discriminatory nature.



## **TRAINING AND PROMOTION**

All staff will receive training in the application of this policy to ensure that they are aware of its contents and provisions. All promotions will be in line with this policy.

## **MONITORING**

We will maintain and review the employment records of all employees annually to monitor the progress of this policy.

Monitoring may involve:

- the collection and classification of information regarding the race in terms of ethnic/national origin and sex/gender of all applicants and current employees.
- the examination by ethnic/national origin and sex/gender of the distribution of employees and the success rate of the applicants; and
- recording recruitment, diversity and inclusion monitoring forms, training and promotional records of all employees, the decisions reached and the reason for those decisions.
- The results of any monitoring procedure will be reviewed at regular intervals to assess the effectiveness of the implementation of this policy. Consideration will be given, if necessary, to adjusting this policy to afford greater equality of opportunities to all applicants and staff.

## **PROVIDING SERVICES**

We want to ensure that our services are welcoming to all and accessible to people from all communities.

To achieve this, we will:

- Monitor procedures and practices to ensure that they are fair.
- Address any inequalities which become apparent from our monitoring.
- Ensure that employees and volunteers are aware of the needs of people we support from different groups.
- Ensure employees and volunteers promote fair treatment of all people involved in the sport.
- Investigate urgently any claim of discrimination or harassment.

## **RESPONSIBILITY OF EMPLOYEES AND VOLUNTEERS**

All employees, volunteers and non-contracted workers are required to support and work to Parkour UK's Diversity and Equal Opportunities Policy.



All employees and volunteers will:

- Take action to promote a workplace where people are valued and have dignity.
- Promote anti-discriminatory practice.
- Take responsibility for the application of this policy in their work area.
- Keep up to date with equality legislation and good practice by sourcing information and attending training as required.
- Contribute to a working environment where all are treated with dignity and respect.
- Not harass, abuse or intimidate other employees, potential employees, the people we support, visitors or others with whom they may have contact in the course of their work.
- Embrace autonomy and creative problem-solving capacities.
- Working with determination and resilience to tackle complex problems and process tensions.
- Encourage proactive engagement, and use of emotional intelligence to communicate and connect with people.