



Equality, Diversity and Inclusion Policy – CM Sports	
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1. Policy Statement

CM Sports UK Ltd is committed to promoting equality, diversity and inclusion across our workforce and in the services we provide to children, families, customers and the wider community.

We aim to create an environment in which everyone is treated fairly, with dignity and respect, and where discrimination, bullying, harassment and victimisation are not tolerated.

CM Sports recognises that children and adults may have different needs, experiences, backgrounds and circumstances. We are committed to ensuring that these differences are respected and that reasonable and appropriate adjustments are made where necessary to support inclusion and participation.

The safety, welfare and best interests of children remain central to our approach.

2. Purpose of the Policy

The purpose of this policy is to:

- promote equality, diversity and inclusion;
- provide fairness, dignity and respect for all employees and workers;
- prevent unlawful discrimination;
- promote an inclusive environment for children, families, staff and visitors;
- prevent bullying, harassment and victimisation;
- support children and adults with disabilities and additional needs;
- promote equal access to CM Sports activities and services;
- ensure concerns about discrimination or harmful behaviour are taken seriously;
- support safeguarding and child protection; and
- ensure our practices remain consistent with relevant legislation and guidance.

3. Protected Characteristics

CM Sports will not unlawfully discriminate on the basis of the protected characteristics identified within the **Equality Act 2010**:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race, including colour, nationality and ethnic or national origin;
- religion or belief;

- sex; and
- sexual orientation.

CM Sports will also seek to prevent unfair treatment arising from other personal circumstances, characteristics or differences where this is appropriate and lawful.

4. Equality and Inclusion in Employment

CM Sports is committed to providing equality of opportunity throughout employment and engagement.

This applies to:

- recruitment and selection;
- terms and conditions;
- pay and benefits;
- training and development;
- promotion;
- flexible working;
- performance management;
- grievances;
- disciplinary procedures;
- maternity, parental and other leave;
- redundancy; and
- termination of employment.

Employment decisions will be based on relevant skills, experience, qualifications, conduct and organisational requirements, subject to lawful exceptions and positive action where permitted by law.

5. Equality and Inclusion for Children

CM Sports recognises that children have different needs and circumstances.

We will seek to ensure that children can participate safely and meaningfully regardless of:

- disability or SEND;
- race or ethnicity;
- sex;
- religion or belief;
- family circumstances;
- language or communication needs;
- medical needs;
- cultural background; or
- other individual circumstances.

Staff should consider reasonable and proportionate adjustments where a child requires additional support to participate.

Children must not be disadvantaged unnecessarily because they require additional support.

6. SEND and Additional Needs

CM Sports recognises that children with SEND or other additional needs may experience increased barriers to participation or communication.

Staff must:

- identify and consider individual needs;
- communicate appropriately with children and parents/carers;

- make reasonable adjustments where appropriate;
- consider communication, sensory, physical and behavioural needs;
- support safe and meaningful participation;
- avoid assumptions about a child's abilities; and
- report concerns where a child's needs are not being appropriately supported.

This policy should be read alongside the CM Sports SEND Policy.

7. Discrimination, Bullying and Harassment

CM Sports will not tolerate:

- bullying;
- discriminatory behaviour;
- harassment;
- sexual harassment;
- victimisation;
- intimidation;
- threatening or abusive behaviour;
- racist behaviour or language;
- homophobic, biphobic or transphobic abuse;
- disability-related discrimination;
- religious or belief-based discrimination; or
- any other behaviour that undermines a person's dignity or safety.

Concerns involving children must also be considered in accordance with CM Sports safeguarding and behaviour procedures.

8. Safeguarding and Child Protection

Equality, diversity and inclusion are closely connected to safeguarding.

CM Sports recognises that discrimination, bullying, harassment, abuse and exclusion can negatively affect a child's safety, welfare, mental health and development.

Staff must remain alert to behaviour or circumstances that may indicate that a child is experiencing:

- bullying;
- discriminatory abuse;
- harassment;
- emotional harm;
- intimidation;
- exploitation;
- child-on-child abuse; or
- another safeguarding concern.

Where a concern relates to the safety or welfare of a child, staff must report it promptly to the **Designated Safeguarding Lead (DSL)** or safeguarding lead in accordance with the CM Sports Safeguarding & Child Protection Policy.

Staff must not attempt to investigate safeguarding concerns themselves.

9. Child-on-Child Behaviour

CM Sports recognises that harmful behaviour can occur between children.

This may include:

- bullying;
- physical aggression;

- discriminatory behaviour;
- harassment;
- sexual harassment;
- sexualised behaviour;
- intimidation;
- online abuse; or
- other harmful behaviour.

Such behaviour will be taken seriously and managed in accordance with the CM Sports Behaviour Policy and Safeguarding & Child Protection Policy.

Children who experience harmful behaviour will be supported, and appropriate action will be taken to protect all children involved.

10. Online and Digital Inclusion

CM Sports recognises that equality and safeguarding responsibilities also apply to digital and online activity.

Staff and children must not use digital devices, social media or online platforms to:

- bully;
- harass;
- discriminate;
- threaten;
- intimidate;
- share inappropriate images or content; or
- otherwise cause harm to another person.

Concerns involving online behaviour must be reported in accordance with the relevant CM Sports safeguarding and acceptable-use procedures.

11. Creating an Inclusive Environment

CM Sports will seek to create an environment where:

- everyone is treated with dignity and respect;
- differences are recognised positively;
- children feel safe to participate;
- children are encouraged to express their views;
- staff challenge inappropriate discriminatory behaviour;
- reasonable adjustments are considered;
- barriers to participation are identified and addressed; and
- concerns can be raised without fear of victimisation.

Staff are expected to model respectful and inclusive behaviour at all times.

12. Staff Responsibilities

All staff, volunteers, contractors and other individuals working on behalf of CM Sports are expected to:

- treat others with dignity and respect;
- comply with this policy;
- challenge inappropriate behaviour appropriately;
- avoid discriminatory language and conduct;
- support inclusion;
- consider individual needs;

- maintain professional boundaries;
- report concerns; and
- cooperate with investigations where appropriate.

Staff must understand that individuals may be personally liable for unlawful discrimination, harassment or victimisation in addition to any organisational responsibility.

13. Management Responsibilities

Managers are responsible for:

- implementing this policy;
 - promoting equality and inclusion;
 - ensuring staff understand their responsibilities;
 - addressing concerns promptly;
 - ensuring appropriate adjustments are considered;
 - maintaining appropriate records;
 - escalating safeguarding concerns;
 - monitoring patterns of behaviour or complaints; and
 - reviewing practices where concerns or trends are identified.
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14. Reporting Concerns

Anyone who experiences or witnesses discrimination, bullying, harassment or victimisation should report the concern to an appropriate manager.

Where the concern involves a child or raises a safeguarding issue, it must be reported to the DSL or safeguarding lead immediately.

Concerns involving a member of staff or other adult working with children must be managed in accordance with the CM Sports safeguarding procedures for concerns about adults.

Staff may also raise concerns through the CM Sports Whistleblowing Policy where appropriate.

15. Complaints and Grievances

Complaints relating to equality, discrimination, bullying, harassment or victimisation will be taken seriously.

Concerns may be managed under the:

- Complaints Policy;
- Grievance Procedure;
- Disciplinary Procedure;
- Whistleblowing Policy; or
- Safeguarding & Child Protection Policy,

depending on the nature of the concern.

Where a concern may involve safeguarding, the safeguarding procedure takes priority.

16. Confidentiality and Information Sharing

Information relating to complaints, discrimination, individual needs or safeguarding concerns will be handled sensitively.

Information will only be shared with those who need it for a legitimate purpose, while recognising that safeguarding information may need to be shared appropriately to protect a child.

Records will be maintained securely and in accordance with CM Sports data protection arrangements.

17. Training

CM Sports will provide appropriate training and information to staff regarding:

- equality and diversity;
- inclusion;
- discrimination;
- bullying and harassment;
- SEND and reasonable adjustments;
- safeguarding;
- professional boundaries; and
- reporting concerns.

Additional training will be provided where monitoring, incidents or identified needs demonstrate that it is required.

18. Monitoring

CM Sports will monitor the effectiveness of this policy through:

- complaints and concerns;
- safeguarding records;
- incident and behaviour records;
- staff feedback;
- training needs;
- identified barriers to participation; and
- management reviews.

Where patterns or concerns are identified, CM Sports will consider appropriate action.

19. KCSIE 2026 Safeguarding Alignment

This policy has been reviewed to ensure that relevant safeguarding principles reflected in **Keeping Children Safe in Education (KCSIE) 2026** are embedded within CM Sports' equality, diversity and inclusion arrangements.

The policy supports:

- a child-centred approach;
- protection from discrimination and harmful behaviour;
- recognition of bullying, harassment and child-on-child abuse as potential safeguarding concerns;
- consideration of children with SEND and additional vulnerabilities;
- appropriate reporting and escalation to the DSL;
- professional standards and staff responsibilities;
- safe and inclusive participation;
- appropriate information sharing;
- accurate recording of concerns; and
- consideration of children's welfare and emotional wellbeing.

KCSIE is statutory guidance for schools and colleges. CM Sports therefore considers this policy to be **aligned with relevant KCSIE 2026 safeguarding expectations**, particularly where CM Sports operates within or alongside school settings.

20. Legislation and Guidance

This policy should be read alongside relevant legislation and guidance, including:

- Equality Act 2010;

- Children Act 1989 and 2004;
 - Keeping Children Safe in Education 2026;
 - Working Together to Safeguard Children 2026;
 - relevant safeguarding partnership procedures;
 - relevant employment legislation; and
 - applicable data protection requirements.
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