

GMAX Track Stars Equality and Diversity Policy

GMAX Trackstars is committed to promoting equality, diversity, and inclusion in all aspects of our work with children and young people. We believe that everyone, regardless of their background, identity, or circumstances, deserves to be treated with dignity, respect, and fairness. This policy outlines our commitment to creating a safe, welcoming, and inclusive environment for all individuals involved in our activities and programs.

Principles:

Equal Opportunities: We are committed to providing equal opportunities for all children and young people, regardless of their race, ethnicity, religion, belief, gender, sexual orientation, disability, or socio-economic background. We aim to create a level playing field where everyone has the chance to thrive and reach their full potential.

Inclusivity: We celebrate and value diversity in all its forms. We strive to create an inclusive environment where everyone feels welcome, valued, and respected. We actively challenge discrimination, prejudice, and stereotypes, and promote understanding, empathy, and acceptance among our participants, staff, volunteers, and stakeholders.

Accessibility: We are committed to making our services, facilities, and activities accessible to all children and young people, including those with disabilities or additional needs. We will endeavour to remove barriers to participation and provide reasonable adjustments and support where necessary to ensure that everyone can fully engage and benefit from our programs.

Representation: We recognize the importance of representation and visibility. We aim to reflect the diversity of the communities we serve in our staffing, governance, and decision-making processes. We will actively seek out and promote diverse voices and perspectives, ensuring that everyone has the opportunity to contribute to our work and have their voices heard.

Implementation:

Training and Awareness: We will provide training and resources to staff, volunteers, and trustees to raise awareness of equality, diversity, and inclusion issues and equip them with the knowledge and skills to promote these values in their work.

Policies and Procedures: We will review and update our policies and procedures regularly to ensure they reflect our commitment to equality, diversity, and inclusion and comply with relevant legislation and best practice guidelines.

Monitoring and Evaluation: We will monitor and evaluate our progress in promoting equality, diversity, and inclusion and take action to address any gaps or areas for improvement. We will collect data on the diversity of our participants, staff, and volunteers and use this information to inform our decision-making and planning processes.

Partnerships and Engagement: We will work in partnership with other organisations, networks, and communities to promote equality, diversity, and inclusion and share best practices. We will engage with children, young people, and their families to ensure their voices are heard and their needs are addressed in our programs and services.

Complaints and Feedback:

We are committed to providing a safe and supportive environment for children, young people, and their families to raise concerns or provide feedback about any aspect of our work. We will take all complaints and feedback seriously and respond promptly and appropriately. We will ensure that complaints procedures are accessible, transparent, and confidential.

Review:

This policy will be reviewed annually to ensure it remains relevant and effective in promoting equality, diversity, and inclusion in our work with children and young people. Amendments may be made in response to changes in legislation, best practice guidelines, or organisational priorities.

GMX Trackstars is dedicated to creating a world where every child and young person can thrive, regardless of their background or circumstances. We are committed to upholding the principles of equality, diversity, and inclusion in all that we do.

Signed: **Mark Lancaster**

Founder and CEO

GMX Trackstars Athletics

Date: 10th January 2024