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# **EQUALITY, DIVERSITY AND INCLUSION POLICY**

Dated 16<sup>th</sup> April 2026

## **Purpose**

This policy sets out Blue Light Sports Foundation approach to equality and diversity. Blue Light Sports Foundation is committed to promoting equality and diversity to promote a culture that actively values difference and recognises that people from different backgrounds and experiences can bring valuable insights to the workplace and enhance the way we work.

Blue Light Sports Foundation aims to be an inclusive organisation, committed to providing equal opportunities throughout employment including in the recruitment, training and development of employees and pro-actively tackle and eliminate discrimination.

Blue Light Sports Foundation also aims to provide a fair playing field for all competitors without discrimination, to ensure that all competitors receive the appropriate level of physical and psychological support based on their individual needs. Whilst ensuring that all competitors are afforded the same opportunities in sport.

## **Equality and Diversity at Blue Light Sports Foundation**

At Blue Light Sports Foundation, we consider that equality means breaking down barriers, eliminating discrimination and ensuring equal opportunities and access for all groups, both in employment, goods and services and sport.

Blue Light Sports Foundation consider diversity to mean celebrating difference and valuing everyone. Each person is an individual with visible and non-visible differences and by respecting this, everyone can feel valued for their contributions. This is beneficial not only for the individual but for Blue Light Sports Foundation too.

Blue Light Sports Foundation acknowledges that equality and diversity are not interchangeable but interdependent. There can be no equality of opportunity if difference is not valued.

## **Scope**

The rights and obligations set out in this policy apply equally to all employees and volunteers, whether they are full/part-time, substantive, fixed-term, zero hours contract or voluntary. It also applies to all competitors at all levels of competition.

We are all responsible for the application of this policy. We are all expected to read and familiarise ourselves with this policy, ensure that it is properly observed and fully complied with.

This policy is of relevance to directors, managers, coordinators, lead coaches and any other person in a position of authority, where decisions affect others in the organisation.

## **Blue Light Sports Foundation Commitment**

Every person, whether employee or competitor is entitled to an environment that promotes dignity, equality and respect for all. Blue Light Sports Foundation will not tolerate any acts of unlawful or unfair discrimination, including harassment, committed against any person whether in the organisation or not, because of a protected characteristic.

## **There are 9 Protected Characteristics in the UK**

- Sex
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including ethnic origin, colour, nationality and national origin)
- Disability
- Sexual orientation
- Religion and or belief
- Age

Discrimination based on work pattern (part-time working, fixed term contract, zero hours contract, flexible working) which is unjustified will also not be tolerated.

Every person will be encouraged to develop their skills and fulfil their potential and to take advantage of training, development and progression opportunities at Blue Light Sports Foundation. Selection for employment, training, promotion, any other benefits and sports team engagement and selection will be based on aptitude and ability.

No form of intimidation, bullying or harassment will be tolerated. If you believe that you or someone else has suffered discrimination because of any of the above protected characteristics, you should consider the appropriateness and feasibility of attempted informal resolution by discussion in the first instance with your line manager or coach or other person in a position of seniority. You may decide in the alternative to raise the matter through Blue Light Sports Foundation ' reporting harassment or reporting a grievance process. Types of discrimination are explained at the bottom of this policy.

Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with the appropriate procedure. Blue Light Sports Foundation will ensure that individuals who make such allegations in good faith will not be victimised or treated less favourably by Blue Light Sports Foundation as a result.

However false allegations of a breach of this policy which are found to have been made in bad faith will be dealt with under Blue Light Sports Foundation ' Discipline Policy. A person found to have breached the discipline policy may be subject to disciplinary action under the policy.

Employees and competitors found guilty of breaching this policy will have their employment terminated and/or their membership revoked and will no longer have any affiliation with Blue Light Sports Foundation.

Any persons, whether employee of competitor who breach this policy who are a serving member of the police as an officer or staff will be referred to their forces Professional Standards Department.

Employees and competitors may also be personally liable for any acts of discrimination prohibited by this policy that they commit, meaning that they can be sued by the victim.

### **When does the policy apply?**

This policy applies to all conduct within all Blue Light Sports Foundation activities, in the workplace, at events, social engagements, meetings and any other activity where Blue Light Sports Foundation employees and competitors interact with colleagues, peers and any other person in contact with Blue Light Sports Foundation. The expression of views on social media, contrary to the commitments expressed in this policy, that could be linked to Blue Light Sports Foundation.

### **Specific areas of application**

#### **Recruitment:**

Selection for employment at Blue Light Sports Foundation will be based on aptitude and ability. Further detail is set out in Blue Light Sports Foundation Recruitment and Selection Policy. Where possible, Blue Light Sports Foundation will capture applicants' diversity demographics as part of its recruitment processes to promote the elimination of unlawful discrimination.

### **Training:**

Employees may also be required to take part in training and development activities from time to time, to encourage the promotion of the principles of this policy.

### **Promotion:**

All promotion decisions will be made based on merit and will not be influenced by any of the protected characteristics listed above. Promotion opportunities will be monitored to ensure equality of opportunity at all levels. Where appropriate, steps will be taken to identify and remove unnecessary or unjustifiable barriers to promotion.

### **During Employment:**

The benefits, terms and conditions of employment and facilities available to Blue Light Sports Foundation employees will be reviewed on a regular basis to ensure that access is not restricted by unlawful means and to provide appropriate conditions to meet the special needs of disadvantaged or underrepresented groups.

### **Competitors:**

All competitors will be afforded the same opportunities to engage in all the sports, activities, service and support provided by Blue Light Sports Foundation, its affiliates and partners.

### **Blue Light Sports Foundation ' Legal Duties:**

As a Community Interest Company, Blue Light Sports Foundation is subject to equality duties under the Equality Act 2010. This policy will be reviewed on an ongoing basis by Blue Light Sports Foundation to assess its effectiveness and may be amended from time to time.

This policy is guidance and does not form part of your contract of employment.

This policy has been in operation since February 2024 and will be reviewed in February 2025 unless changes are required before this date.

Blue Light Sports Foundation Equality, Diversity and Inclusion Champion

Gary Callier  
Founder and Operations Manager

### **Types of Discrimination:**

#### **Direct Discrimination:**

Occurs where one person is treated less favourably than another because of a protected characteristic set out in this policy. By way of example, refusing to promote a pregnant employee on the basis that she will shortly go on maternity leave. This would be direct discrimination on the protected characteristic of the employee's sex. Other types of direct discrimination are.

**Associative Discrimination** - This is direct discrimination against someone because they associate with another

person who possesses a protected characteristic. For example, an employee is discriminated against because his/her son is disabled.

**Perceptive Discrimination** - Against an individual because others think they possess a particular protected characteristic. For example, where co-workers believe the individual is gay, it applies even if the person does not actually possess that characteristic.

**Indirect Discrimination:**

Occurs when an unjustifiable requirement or condition is applied, which appears to be the same for all, but which has a disproportionate, adverse effect on one group of people. This is discrimination even though there was no intention to discriminate. For example, a requirement for UK based qualifications could disadvantage applicants who have obtained their qualifications outside the UK, which could amount to discrimination on the grounds of race.

**Victimisation:**

Is where an employee or competitor is treated less favourably than others because they have asserted legal rights against PUKDS or assisted a colleague in doing so. For example, victimisation may occur where a genuine grievance against PUKDS and is demoted as a result.

**Harassment:**

Is unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual. It is important to remember that it is not the intention of the harasser but how the recipient perceives their behaviour, which determines whether harassment has occurred.

Blue Light Sports Foundation will deal with all reported cases of harassment and bullying.

Signed



Gary Callier  
Founder and Operations Manager