

Mentalmate CIC Equal Opportunities Policy Statement

"Equal Opportunities in sport is about fairness, equality of access, recognizing inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society."

Mentalmate CIC is committed to treat everyone equally within the context of their activity, regardless of gender, marital status, ethnicity, religion, ability, disability, age, sexual orientation or political persuasion.

Mentalmate CIC will ensure that equal opportunities as stated above, is incorporated in all aspects of its activities.

Mentalmate CIC is committed to everyone having the right to enjoy their sport in an environment free from threat of discrimination, intimidation, harassment and abuse.

All participants of Mentalmate CIC have a responsibility to challenge discriminatory behaviour and promote equality of opportunity.

Mentalmate CIC will deal with any incidence of discriminatory behaviour seriously, in accordance with the guidelines for internal disputes and judicial laws.

Equal Opportunity in our sessions

'Equal Opportunity is about celebrating difference and diversity and as such providing a structure that can respond to this in a proactive and positive manner'.

Mentalmate CIC is totally committed to the principals and practice of equal opportunities across its teaching. We will recommend our policy and make every effort to ensure that all participation has equality at its core.

Mentalmate CIC is an "organisation for all". It can and should be enjoyed and made accessible to everyone, and to achieve this:

- Mentalmate CIC is committed to work towards ensuring that our sessions are accessible to the many rather than the few.
- Mentalmate CIC recognises the need to acknowledge the diversity of provision that is required to ensure that all people, regardless of their mental health, race, gender, disability, age, sexual orientation, social or economic background can access our sessions and develop at a level that is appropriate to them.
- Mentalmate CIC recognises the need to celebrate differences and diversity of provision as a means of creating entitlement and accessibility to our structures.
- Mentalmate CIC recognises that equal opportunity is about recognising that people are different and therefore require different provision.
- Mentalmate CIC recognises the need to consult widely in order to respond to diversity.

Addressing Equal Opportunities

In addressing equal opportunities, Mentalmate CIC will respond to issues of equity by:

- Recognising that as an organisation we need to adapt and work flexibly in order to respond to the needs of a wide and diverse range of people.
- Taking positive action to increase the involvement from underrepresented groups in all aspects of our participation, coaching, volunteering, etc.

In doing so Mentalmate CIC supports four key principals as being fundamental to ensuring that everyone can participate in our sessions and the achievement of equal opportunities:

Entitlement: People have a right to participate in and access quality and appropriate experiences within them.

Accessibility: It is the responsibility of Mentalmate CIC – our coaches and our volunteers, – to adapt provision to fit the needs of the many to allow accessibility to the sports we coach.

Inclusion: Wherever and whenever possible, all to access the same quality of provision, and if necessary to use positive action to ensure this:

Integrity: Whatever we do, to change or adopt provision, it must be of equal worth, challenging, relevant and in no way patronising.

Lines of responsibility

Mentalmate CIC will continually strive to become an organisation that values diversity and in order to achieve this we recognise that there must be clear lines of responsibility between all segments of the organisation structure.

Mentalmate CIC is committed to encouraging participation from all sectors of the community. To achieve this we undertake to:

- Promote an open and honest culture that values diversity.
- Communicate widely, ensuring that our messages can be understood and appreciated by all.
- Positively encourage the involvement of all people, regardless of their mental health, gender, race, disability, age and social background.

Coaches

In our training and development of Coaches, we will strive to ensure that they:

- Establish and implement professional and ethical values and practice.
- Promote and apply the principals and practices of equal opportunities
- Promote positive images of people with Special needs.
- Have a commitment to providing entitlement and access to all their coaching activities.
- Help everyone to achieve their full potential.

Volunteers

From time to time we may use volunteers – when this occurs, we expect them to adopt, promote and practice the values of Mentalmate CIC.

- Ensure that participation can be enjoyed by all.
- Provide meaningful and appropriate experiences, which recognise and value the diversity of the participants.
- Provide meaningful and appropriate support, which recognise and value the diversity of the participants.
- Actively encourage the participation and involvement of people from disadvantaged groups of the community.

Mentalmate CIC

Approved by Founder and Director – Daniel Barton