



Developing Your Offer Equally

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DIVERSITY

All backgrounds

Differing experiences

Visible and invisible

INCLUSION

Invite someone in then let them be heard

Who are you leaving out in your decision making?

Do your social activities suit everyone?

Do you ask people what they need & want or 'tell'?



VALUES

What are they? Do you know?

What do people think they are?

Do you know what people say about your Club?

'Community, safe, fun for all, collaboration, everyone'



EQUALITY Act 2010

Protects against discrimination:

Age

Disability

Gender Reassignment,

Marriage & Civil Partnership

Pregnancy & Maternity

Race, Religion

Sex

Sexual Orientation

Welsh Language, Carer & Socio Economic Status

EQUALITY Act 2010

EHRC

Rules for Sports Clubs & Associations

Core guidance Clubs & Associations

SHOUT IT OUT!

Shout about your commitment to Equality

Talk about your journey to Inclusion

Helps to build trust

Use a variety of methods

Mind your language!

Not everyone has web access!

INSPIRE!

Be the Club/Group everyone wants to be!

Be amazing in your community!

Be amazing allies!

Do something different



TRUST & TRAINING!

Are you a safe place?

Evidence your commitment to Equality

Be authentic, don't disappoint

Evidence your training and policies

YOUNGER PEOPLE!

Ask and listen

Include in conversations & decision making

Reverse mentoring

Future proof your Club/Group!

Applies to other Protected Characteristics



DIVERSITY
INCLUSION
VALUES
EQUALITY
REPRESENTATION
SHOUT IT OUT!
INSPIRE!
TRUST
YOUNGER PEOPLE!