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EQUALITY, EQUITY AND DIVERSITY STATEMENT

This organisation is committed to ensuring that equity is incorporated across all aspects of its development. In doing so it acknowledges and adopts the following Sport England definition of sports equity:

"Sports equity is about fairness in sport, equality of access, recognising 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."

The organisation respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.

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

All members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity and the organisation will eliminate any unlawful or unfair discrimination including direct or indirect discrimination, discrimination by association, discrimination linked to a perceived characteristic, harassment and victimisation.

The organisation will continue to build towards a diverse and inclusive culture that recognises and develops the potential of all stakeholders.

We recognise the business benefits and opportunities of having a diverse community of Board members and staff who value one another and realise the contribution they can make.

We will have a Board that is representative of those it serves with an appropriate gender balance and strong representation from both disabled people and BAME communities with at least one Equality, Equity and Diversity Champion.

This organisation is committed to equality, equity and diversity in all its activities promoting inclusive processes, practices and culture in line with the equality principles set out in the Equality Act 2010 and will remain proactive in taking

steps to ensure inclusion and engagement for all the people who work for and with us. This includes promoting equality and diversity for all people, but in particular for those identified in the Equality Act (2010) with the following “protected characteristics”:

- ⦿ age
- ⦿ disability
- ⦿ ethnicity (including race, colour and nationality)
- ⦿ gender
- ⦿ gender reassignment
- ⦿ religion or belief
- ⦿ sexual orientation
- ⦿ marriage and civil partnership
- ⦿ pregnancy and maternity

REVIEWED ON 1/01/2021 BY ASH RAHMN