ALL 1 Boxing CIC Diversity and Inclusion Policy

Effective date: 4 February 2026

Review date: 4 February 2027

1. Purpose

ALL 1 Boxing CIC is committed to making the gym and its activities welcoming, fair and respectful. We want everyone involved in the CIC to feel safe, valued, and able to participate. This policy explains how we will promote inclusion and respond to discrimination, harassment, bullying, and unfair treatment.

2. Who and what this policy covers

This policy applies to the CIC's directors, employees, coaches, sessional workers, contractors, volunteers, members, participants, visitors, parents and carers, suppliers and service providers. It covers our gym, boxing sessions, events, communications, and other CIC activities.

Where the CIC employs people, this policy applies to employment and work-related decisions, including recruitment, pay, training, and progression.

3. Our commitment

We will treat people fairly and with respect, regardless of characteristics protected by law. These include age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

We welcome LGBTQ+ people, including lesbian, gay, bisexual, transgender, queer or questioning people, and people of other sexual orientations or gender identities. We will respect people's names and pronouns and handle personal information sensitively.

Our commitment to inclusion also extends to factors such as socioeconomic background, neurodiversity, caring responsibilities, family circumstances, and lived experience. These are part of our commitment to welcoming the whole community.

We will not tolerate discrimination, harassment, bullying, victimisation, slurs, unwanted conduct or exclusion because of who someone is. We will consider reasonable adjustments and practical changes that help people take part safely and fully.

4. How we put this into practice

We will:

- make information about our sessions and activities clear and accessible
- aim to make the gym and its activities welcoming to people with different backgrounds and needs
- apply fair and relevant criteria to participation, recruitment and opportunities
- explain any safety or session requirements clearly and apply them consistently
- provide coaches, workers and volunteers with appropriate guidance on respectful conduct and inclusion
- consider inclusion when choosing suppliers and service providers
- address concerns promptly and take appropriate action when this policy is breached.

5. Responsibilities

Directors are responsible for approving this policy, making sure it is communicated and reviewed, and responding to concerns about the CIC's conduct or decisions.

The Head Coach is responsible for promoting respectful conduct during training and gym activities, and for raising inclusion or welfare concerns through the appropriate reporting route.

The Club Welfare Officer (CWO) Mark Reilly is the named contact for welfare and safeguarding concerns, including concerns involving children, young people and adults at risk. The CWO will listen, record and pass concerns to the appropriate person or organisation in line with the CIC's safeguarding procedures. The CWO is not responsible for investigating allegations or deciding whether abuse or harm has occurred. Where ALL 1

Boxing is affiliated to England Boxing, the CWO will also follow the applicable England Boxing requirements.

Everyone covered by this policy is expected to treat others respectfully, avoid discriminatory or harassing conduct, and report concerns.

6. Reporting concerns

A concern can be reported by email to **all1boxingclub@gmail.com**, or in person to the CWO or a Director. If the concern is about the CWO, it should be reported to a director. If it concerns a director, it should be reported to another Director.

We will take reports seriously, record them appropriately and respond as promptly as we can. Information will be handled sensitively and shared only with people who need it to respond, except where it must be shared to protect someone or meet a legal or safeguarding duty. No one should be treated badly for raising a concern in good faith or supporting someone who raises one.

If someone may be in immediate danger, contact the emergency services.

7. Monitoring and review

The Directors will review this policy at least once a year and sooner if needed. They may consider feedback, concerns raised and whether people can access and take part in the CIC's activities. Any information collected for this purpose will be handled appropriately and with respect to people's privacy.

8. Communication

This policy will be shared with people involved in ALL 1 Boxing CIC and made available at the gym and on **www.all1boxing.com**.

9. Approval

Approved by: Myles Campbell-Cameron

Title: Director/Head Coach

Date: 4th February 2026