

Pro Touch Soccer Academy CIC

270-276 York Way, London, N7 9PQ

Email: info@protouchsocceracademy.com | Website:

www.protouchsocceracademy.com

Pro Touch Soccer Academy CIC – Equality Policy

Policy Adopted: 1st April 2023

Last Reviewed: 06th November 2025

Next Review Due: 06th November 2026

1. Introduction

Pro Touch Soccer Academy CIC is committed to promoting equality and eliminating discrimination in all areas of its work. This includes service delivery, employment, recruitment, training, remuneration, promotion, and working conditions.

This policy applies to all:

- Employees (part-time, full-time, fixed-term, temporary)
- Volunteers
- Contractors
- Trustees

We aim to create an inclusive, non-discriminatory working and service environment where everyone is treated with dignity and respect.

2. Our Values and Commitment

Pro Touch Soccer Academy CIC aims to support and empower children and young people aged 4–25, as well as families and individuals from diverse communities, including those facing social exclusion and hardship. We are dedicated to:

- Social justice and reducing inequality
- Diversity in race, faith, ability, gender, age, and background
- Supporting marginalised groups to access our youth, sport, and educational services
- Creating an organisation that represents and celebrates the communities we serve

3. Understanding Discrimination

We recognise the following forms of unlawful discrimination under the Equality Act 2010:

a. Direct Discrimination

Treating someone less favourably because of a protected characteristic.

b. Indirect Discrimination

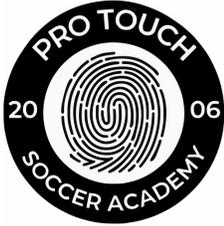
A policy or practice that applies to everyone but disadvantages a particular group.

c. Discrimination by Association

Treating someone unfairly because of their association with someone who has a protected characteristic.

d. Perception Discrimination

Treating someone unfairly because you wrongly believe they have a protected characteristic.



Pro Touch Soccer Academy CIC

270-276 York Way, London, N7 9PQ

Email: info@protouchsocceracademy.com | Website:

www.protouchsocceracademy.com

e. Harassment

Unwanted conduct that violates a person's dignity or creates an intimidating or offensive environment.

f. Victimisation

Treating someone unfairly because they have made or supported a complaint of discrimination.

Note: Positive discrimination is unlawful, but positive action to redress workforce imbalances (e.g. through outreach, training, or encouragement to apply) is permitted and supported.

4. Statement of Intent

Pro Touch Soccer Academy CIC will ensure that no service user, employee, or job applicant receives less favourable treatment due to:

- A protected characteristic: age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation
- Unrelated criminal convictions
- Trade union membership (or non-membership)

We aim to:

- Promote equality and diversity in all our activities
- Eliminate all forms of unlawful discrimination
- Create a culture of dignity, respect, and inclusion
- Build a workforce that reflects our communities

5. Roles and Responsibilities

Implementation Leads:

- Chris Franco, Deputy CEO
- Chris Chen, Director of Administration

All staff, volunteers, and trustees share the responsibility for upholding this policy.

Managers are responsible for ensuring that discriminatory behaviour is not tolerated.

6. Legal Compliance

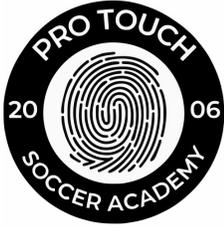
In addition to the Equality Act 2010, this policy complies with the following legislation:

- Rehabilitation of Offenders Act 1974
- Part-Time Workers (Prevention of Less Favourable Treatment) Regulations 2000
- Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002
- Asylum and Immigration Act 1996

7. Addressing Discrimination and Misconduct

Acts of discrimination, harassment, or victimisation will be treated as misconduct and may result in disciplinary action, including dismissal. This includes:

- Discriminating in recruitment, selection, promotion, or training
- Harassment or bullying on any protected ground
- Victimising individuals who raise or support equality-related concerns



Pro Touch Soccer Academy CIC

270-276 York Way, London, N7 9PQ

Email: info@protouchsocceracademy.com | Website:

www.protouchsocceracademy.com

- Inducing or encouraging others to discriminate
- Suppliers found in breach of this policy may have their contracts terminated.

8. Monitoring, Training, and Communication

We will:

- Monitor the composition of our workforce and service users
- Use data to inform planning and positive action
- Ensure venues and communication are accessible (e.g., offering BSL interpreters when needed)
- Provide equality and diversity training through inductions, appraisals, and CPD
- Ensure everyone is aware of the policy when joining the organisation

9. Complaints and Grievances

Staff and service users who experience or witness discrimination should report it to their line manager or a member of the management team. Complaints will be:

- Handled fairly and confidentially
- Investigated promptly
- Managed through our Grievance Procedure

Individuals acting in good faith will not be victimised for raising concerns.

10. Review and Action Planning

This policy is reviewed annually by the Trustee Board, in consultation with staff and the Management Team. The review is included in our annual Business Plan and will be supported by an Equality Action Plan.