

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, Equity and Diversity Statement

Pro Touch Soccer Academy CIC is committed to promoting equality, equity, and diversity across all areas of our organisation. We believe that everyone has the right to participate fully in our programmes and services in a safe, inclusive, and respectful environment, free from discrimination, harassment, and victimisation.

We adopt and support Sport England's 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.”

Our Commitment

We are committed to:

- Treating all individuals fairly and with dignity.
- Valuing the unique contribution each person brings, regardless of their background or circumstances.
- Actively removing barriers that prevent people from accessing our services.
- Promoting inclusive practices throughout our sports, education, and community work.

Protected Characteristics

We recognise our legal and moral duty under the Equality Act 2010 to eliminate discrimination and promote equal opportunity for people with the following protected characteristics:

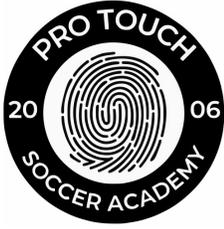
- Age
- Disability
- Gender reassignment
- Race (including ethnicity and nationality)
- Religion or belief
- Sex
- Sexual orientation
- Marriage and civil partnership
- Pregnancy and maternity

Our Actions

To uphold this commitment, Pro Touch Soccer Academy CIC will:

- Implement inclusive recruitment practices to build a diverse team.
- Ensure our Board and staff reflect the communities we serve, with gender balance

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and representation from Black, Asian, and Minority Ethnic (BAME) communities and disabled people.

- Appoint at least one Equality, Equity and Diversity Champion at Board level.
- Provide ongoing equality and diversity training to staff and volunteers.
- Monitor and review our policies and practices to ensure they remain inclusive, fair, and responsive to change.

Culture and Accountability

We are building a culture that celebrates diversity and promotes equity in everything we do. All staff, volunteers, and partners are expected to share this commitment and challenge discriminatory behaviour wherever it occurs.

We understand that promoting equality and inclusion is not a one-off task, but an ongoing process. We will remain proactive in identifying inequalities, listening to our stakeholders, and making meaningful improvements.