



## **United Twirl England Inclusivity Policy**

### **Inclusivity Policy Introduction**

At United Twirl England (UTE, we, our, us) we are committed to fostering an inclusive and diverse environment where every individual is valued and respected. We believe that diversity in our community enhances our creativity, innovation, and overall success. Our inclusivity policy is designed to ensure that all members, regardless of their background or personal characteristics, have equal opportunities to thrive and contribute to our collective goals.

This policy will be reviewed annually by the Board.

*Note: The term 'athlete' describes any person partaking in the sport of baton twirling. References to 'parents' should be read as parents and carers inclusively. 'Technical Members' describes coaches, judges, club directors registered with UTE.*

We fully support the principles of equal opportunities and oppose all forms of unlawful or unfair discrimination. This policy outlines our commitment to creating a community that is free from discrimination, harassment, and bullying, and where everyone feels safe, supported, and empowered.

By embracing diversity and promoting inclusivity, we aim to build a stronger, more dynamic organisation that reflects the diverse communities we serve. We are dedicated to continuous improvement and will regularly review and update our practices to ensure they remain effective and aligned with best practices and legal requirements.

### **Implementation and Communication of the Inclusivity Policy**

At UTE, we are dedicated to ensuring that our inclusivity policy is effectively communicated and implemented across the organization. To achieve this, we commit to the following actions:

#### **Effective Communication:**

- ensure the policy is clearly communicated to all members through comprehensive induction programs and continuous learning and development activities
- make the policy readily available and accessible to all members by publishing it on our internal platforms



### **Continuous Review and Improvement:**

- regularly review the effectiveness of the policy in line with current legislation and best practices
- take prompt action to address and rectify any deficiencies identified during reviews

### **Commitment to Equality, Inclusion, and Diversity:**

- deploy activities that promote equality, inclusion, and diversity within the organisation
- manage risks associated with non-compliance and ensure corrective actions are taken where necessary
- communicate our commitment to equality, inclusion, diversity, and related access arrangements clearly and consistently

### **Barrier-Free Access:**

- ensure there are no barriers to entry for any events or activities organised by UTE
- use clear, unbiased, and appropriate language in all our materials to ensure they are accessible to the target audience

By adhering to these principles, we aim to create a supportive and inclusive environment where everyone can thrive.