

Equality and Diversity Statement

Bridport & West Dorset Sports Trust Ltd believe that opportunities should be open to all and is committed to providing services which embrace inclusivity, diversity and promote equality of opportunity. Our objective is to ensure that these commitments, reinforced by our values, are embedded in to our day to day working practices with all our customers, colleagues, suppliers, visitors, the public and others.

B&WDST aims to:

- Provide equality of opportunity to all customers to participate in sport and leisure activities at all levels whether as a customer using our services for the first time, or as a member who use our centre facilities on a regular basis. We do not discriminate on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality and ethnic or national origin), religion or belief, sex (gender) or sexual orientation.
- Develop a culture that supports and values involvement of all, embedding and promoting the principles of equality and fairness through delivery of inclusive sport and leisure services.
- Create an environment in which all have equal opportunities to learn or participate in sport or leisure activities.
- Provide services in a way that is fair to everyone and ensures that all customers and staff are not disadvantaged by imposing any unreasonable conditions.

B&WDST will achieve this by:

- Promoting equality of opportunity and diversity within the community in which we operate.
- Responding positively and in a systematic way to all approaches for service provision.
- Promoting services in a manner which encourages as diverse a customer base as possible.
- Ensuring our activity programmes reflect the diversity and needs of the community.
- Providing value for money services to ensure equality of opportunity as far as possible.
- Implementing and developing in partnership with our local authority and user groups concessionary pricing and membership.
- Creating an environment which is both safe and fun for all ages, where participants are supported, and potential can be developed.
- Providing accessible building and equipment where reasonably practicable.
- Monitoring customer participation and feedback to identify and develop opportunities for continuous improvement.
- Upholding our Equality Policy, supported by equality and diversity awareness training for our staff.
- Developing a workforce which reflects our customer base within the diverse community in which we operate.
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