



## TITAN PERFORMANCE GYMS LTD

### EQUITY, DIVERSITY, INCLUSION (EDI) POLICY

#### Introduction

Here at Titan Performance Gyms Ltd we aim to be a vibrant and inclusive community that inspires learning, develops potential, widens participation and ambitiously transforms lives. Everyone is welcome at a Titan Performance Facility regardless of their age, disability, sex, gender reassignment, race, sexual orientation, religion or belief, marriage or civil partnership or pregnancy and maternity. These nine areas are 'protected characteristics' and legally protected by the 2010 Equality Act.

We respect and value difference and believe that in promoting a genuinely inclusive and welcoming environment we create the ideal conditions for personal growth.

- **Equality** is about ensuring every individual has an equal opportunity to make the most of their potential
- **Diversity** is about celebrating and valuing differences whether they be background, knowledge, skills or experience.
- **Inclusion** is about striving to ensure everyone feels valued, welcome and can contribute equally regardless of who they are, where they're from or what they're going through.

#### Aims of our policy

- To create a positive culture where equality, diversity, inclusion and respect are our core values and at the heart of everything we do.
- To work to eliminate all forms of discrimination.
- To take positive action to overcome disadvantage and discrimination.
- To ensure equality, diversity and inclusion are promoted through our work both at the gym and through our external partnerships

## What we will do

1. Our EDI objectives outlined will be:
  - a) To meet regulatory standards for EDI and make certain that our practice is fair, consistent and free from discrimination.
  - b) To improve the diversity of our membership and volunteer team we will aim to encourage any and all to enjoy exercise including but not limited to:
    - female participants of all ages
    - participants from BAME community
    - participants with physical disabilities
    - participants with mental illness
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2. We will use the data held on our data management system to analyse and monitor the make-up of our members and volunteers. This will enable us to set ambitious targets in order to meet the aims and commitments set out in this policy.
3. In order to ensure our EDI policy is working effectively we may choose to survey our members and volunteers on an annual basis so that we can review our practice and procedures and make any necessary changes.
4. We take all complaints of bullying, harassment, victimisation and unlawful discrimination seriously - any concerns will be thoroughly investigated and dealt with under our Complaints Policy and procedures and appropriate action taken. Please see our complaints Policy for further details.

Date: March 2022

Review date: January 2024

## Appendix

The 2010 Equality act identifies 7 types of discrimination, namely:

- **direct discrimination** - treating someone less favourably than another person because they have a protected characteristic;
- **discrimination by association** - treating someone less favourably than another person because they associate with a person with a protected characteristic;
- **discrimination by perception** - treating someone less favourably than another person because other think that person has a protected characteristic;
- **indirect discrimination** - happens when procedures and practices create a disadvantage to people with a protected characteristic;
- **harassment** - unwanted behaviour specifically related to a protected characteristic which violates a person's dignity or is hostile, intimidating, degrading or offensive;
- **harassment by a third party** - when someone is harassed by other members, contractors, suppliers or funders of St Paul's;
- **victimisation** - when someone is treated badly because they have made or supported a legitimate complaint.