Excel Race Academy Diversity & Inclusion Policy

Last Reviewed: 7th October 2026
Next Review: 7th October 2027

Excel Race Academy (hereafter referred to as the 'club') is committed to creating a welcoming, inclusive, and respectful environment for all children and young persons (hereafter referred to as 'athletes'), adult participants, staff, coaches, volunteers, parents, and visitors, where everyone can participate in snowsport safely and enjoyably.

We will do this by:

- Upholding the principles of the Equality Act 2010, ensuring that no individual is discriminated against or treated less favourably on the basis of age, disability, race, ethnicity, culture, religion or belief, sex, sexual orientation, marriage or civil partnership, pregnancy or maternity, or any other characteristic protected under the Equality Act
- Treating all athletes, staff, coaches, volunteers, parents, and visitors with fairness, dignity, and respect.
- Valuing and welcoming diversity and creating an environment where differences are recognised as strengths and where everyone can feel safe, supported, included, and able to reach their potential.
- Promoting inclusive practice and behaviour in all club activities, including training, competition, events, and community engagement.
- Ensuring inclusive and fair recruitment, selection, induction, and development of staff, coaches, and volunteers, and making reasonable adjustments where appropriate to support participation.
- Challenging and addressing all forms of discrimination, harassment, bullying, and exclusion, and ensuring that there are clear procedures for raising concerns.
- Making reasonable adjustments where possible to support athletes, staff, or volunteers with additional needs or disabilities.
- Providing appropriate training and information to staff, volunteers, and coaches so they understand their role in promoting equality and inclusion.

- Encouraging athletes, parents, staff, and volunteers to raise concerns about unfair treatment, and ensuring that these concerns are listened to seriously and addressed appropriately.

- Working in partnership with Snowsport England and other relevant bodies to reflect best practice in equality, diversity, and inclusion within the wider snowsport community.

Signed:



Rob Bullen, *Managing Director*

Date: 07/10/2026