

ACE Development Academy CIC Equality, Diversity & Inclusion (EDI) Policy

Date Adopted: 31/08/2025 Next Review Date: 31/08/2026

1. Purpose

The purpose of this Equality, Diversity & Inclusion (EDI) Policy is to demonstrate ACE Development Academy CIC's commitment to creating an inclusive environment where everyone is treated fairly, with dignity and respect. We aim to ensure equal opportunities across all aspects of our work, both on and off the field.

2. Our Commitment

- We will provide a safe and welcoming environment that celebrates diversity. - We will promote equality of opportunity and ensure no one is discriminated against on the grounds of age, disability, gender identity, race, religion or belief, sex, or sexual orientation. - We will challenge and address discrimination, harassment, or bullying wherever it occurs. - We will actively encourage participation from underrepresented groups in football and sport.

3. Scope

This policy applies to: - All staff, coaches, volunteers, and board members. - All players, parents, and spectators involved in ACE Development Academy programmes. - All activities, services, and opportunities provided by ACE Development Academy.

4. Responsibilities

- The Board of Directors is responsible for ensuring this policy is implemented and reviewed. - All staff, coaches, and volunteers are responsible for promoting equality, diversity, and inclusion in their work. - The Designated Safeguarding Officer (DSO) will support staff and participants in addressing concerns relating to discrimination or exclusion.

5. Recruitment & Development

- We will apply fair and inclusive recruitment practices (see Recruitment Policy). - We will provide opportunities for staff development and progression regardless of background. - We will seek to remove barriers to participation in our programmes, particularly for those from underrepresented or disadvantaged groups.

6. Reporting & Complaints

- Any incidents of discrimination, harassment, or exclusion should be reported to the Director or DSO. - Complaints will be taken seriously, investigated promptly, and appropriate action will be taken. - Confidentiality will be respected, but safeguarding and legal obligations will always take

precedence.

7. Monitoring & Review

- We will monitor the diversity of staff, volunteers, and participants to ensure progress in promoting inclusion. - This policy will be reviewed annually or sooner if required by legislation or FA guidance.

Signed: Director / Designated Safeguarding Officer Date: 31/08/2025