



ELEVATED UP CIC

Equality, Diversity & Inclusion Policy

Policy	Equality, Diversity & Inclusion Policy
Organisation	Elevated Up CIC, Unit 2 Winster Grove, Birmingham, West Midlands, B44 9EG (Company No. 16143711)
Version	1.0
Approved by	Board of Directors
Date approved	June 2026
Date of next review	June 2027
Policy owner	Board of Directors

1. Our commitment

Elevated Up CIC exists to make movement, fitness and wellbeing genuinely accessible to people who are usually left out. Treating people fairly and removing barriers is at the heart of everything we do.

2. The law

We follow the Equality Act 2010. We will not discriminate against anyone because of a protected characteristic: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

3. Our community

We work in one of the most deprived areas of Birmingham with a richly diverse community. Many of the people we support are from racially diverse communities, are women and girls, or live with disabilities or long-term health conditions. We design our work around their needs.

4. What we do in practice

- We adapt sessions so people of different abilities and mobility levels can take part together.
- We keep sessions free or low cost to remove the barrier of cost.
- We create welcoming spaces where women, girls and people from all backgrounds feel comfortable being active.
- We make our communications clear and accessible, using plain language and visual supports where helpful.
- We listen to our community and shape our timetable and activities around what they tell us.



5. Unacceptable behaviour

Discrimination, harassment, bullying or victimisation of any kind will not be tolerated, whether from staff, volunteers, participants or visitors. Concerns can be raised under our Complaints or Anti-Bullying & Harassment policies.

6. Responsibilities and monitoring

Every director, member of staff and volunteer is responsible for upholding this policy. We monitor who takes part in our work, so we can check we are reaching the communities we exist to serve and address any gaps.

7. Review

This policy is reviewed every year.

Approval

Approved on behalf of the Board of Directors:

A handwritten signature in black ink, appearing to read 'Emma Hobbis', is written over a horizontal line.

Emma Hobbis

Director, Elevated Up CIC

Date approved: June 2026