Ealing Weightlifting Club – Equality, Diversity & Inclusion Policy (2025)

1. Introduction

Ealing Weightlifting Club is committed to promoting equality, celebrating diversity, and ensuring inclusion in all aspects of our work. We believe that everyone has the right to participate in sport and community activities free from discrimination, harassment, or prejudice.

This policy sets out how the club will uphold equality of opportunity for all members, staff, volunteers, and participants.

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2. Our Commitment

The club will:

- Treat all individuals fairly and with respect.
- Provide equal access to weightlifting, disability powerlifting, and related activities regardless of age, gender, ethnicity, religion, disability, sexual orientation, or socio-economic background.
- Actively promote inclusion, ensuring that barriers to participation are removed wherever possible.
- Foster a welcoming environment where diversity is valued and differences are respected.
- Take seriously any concerns or complaints relating to discrimination or harassment.

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3. Scope

This policy applies to:

- All lifters, parents, and spectators.
- Coaches, volunteers, officials, and committee members.
- All activities, sessions, competitions, and events run under the name of Ealing Weightlifting Club.

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4. Practical Actions

To put equality, diversity and inclusion into practice, the club will:

- Provide opportunities for girls and women to participate in dedicated sessions.
- Support young people with additional needs to take part in strength and conditioning programmes.
- Offer reduced-cost or subsidised access for families facing financial hardship.
- Ensure facilities and equipment are as accessible as possible.
- Regularly review policies and practices to identify and remove barriers.

- Deliver training and guidance for coaches and volunteers on inclusive practice.

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5. Legal and Regulatory Framework

This policy is guided by:

- The Equality Act 2010.
- British Weight Lifting (BWL) policies and guidance.
- Local authority standards and safeguarding expectations.

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6. Reporting and Complaints

Any member who experiences or witnesses discrimination, harassment, or exclusion should report it to the Club Welfare Officers:

- Alistair Arendse
- Nosrat Karimi

Alternatively, concerns can be escalated to the British Weight Lifting Safeguarding Officer:

- Sue Ward – sue.ward@britishweightlifting.org

All complaints will be taken seriously, investigated promptly, and dealt with in confidence.

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7. Review

This policy will be reviewed annually by the club committee to ensure it remains up to date and effective.