



Equality Statement

Together We Make a Difference CIC acknowledges and understands the diverse society in which we live and is serious about its commitment to equality. This is reflected in our respect for all, regardless of age, race, gender, sexual orientation, and religion, physical or mental ability.

Together We Make a Difference CIC welcomes everyone with or without disabilities and provides opportunities for everyone to establish themselves within their community and society.

We strive, where possible, to make all sessions and activities inclusive, and suitable, for the abilities of the people currently attending our venues and will review them regularly to ensure they remain so.

We will challenge discriminatory remarks and prejudices and will provide training for Directors, staff and volunteers to give them the confidence to do this if necessary.

Aim

Together We Make a Difference CIC aims to provide a secure environment in which everyone can flourish, and contributions are valued. It is recognised that some individuals, and groups of people, experience prejudice and discrimination and that in order to make opportunities really available to all, special efforts need to be made.

Procedures

Together We Make a Difference CIC is committed to:

- Delivering a service to everyone, including children and young people, that will engage them in informal educational opportunities regardless of their personal life experiences.
- Recognising the inequalities which adults, children and young people suffer and working with them to remove this disadvantage.
- Encourage underrepresented groups of adults, children and young people to participate in programmes and activities.
- Changing practices which, whilst not intentionally discriminatory, have the effect of restricting equality of opportunity.
- Challenging negative behaviour in staff, volunteers, adults, young people and children

TWMAD has a vision to inspire, develop and motivate individuals to provide them with opportunities for a sustainable future through Sport, Learning and Ventures.

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- • Working towards ensuring that the social composition of the staff team reflects that of the adults, children and young people they work with.
- • All activities and projects being welcoming to everyone.
- • Training in equality issues for all levels of staff.
- • Monitoring equality practice.
- • All staff, paid and voluntary, having access to this Equality Policy.

Practice

Practice relating to equality should include the following:

- Equality being seen as a fundamental part of the work and the activities on the
 - □ Encouraging every member of staff to take responsibility for equality within their workplace. Page 2 of 3 Version 1.4
 - □ Regular review of the effectiveness of the equality policy.
 - □ The provision of targeted work, such as single sex programmes, work with adults and young

children with additional needs that reflects the needs of the community.

- □ The provision, where necessary, of specific training for staff working with targeted groups.
- □ Publicity and promotional materials being appropriate for, and accessible to everyone.
- □ The environment, values, ethos and attitudes of Together We Make a Difference CIC provision reflecting the policy of equality.
- □ The briefing and, where necessary, the training in equality of Directors and staff involved in the recruitment and selection of new staff.

In its engagement with others, and in its own internal business, Together We Make a Difference CIC will aim to demonstrate respect for diversity between people but challenge any discrimination or oppression.

We seek to ensure that there is equality of opportunity for everyone and no-one will be treated less favourably than any other because of their age, gender, marital status, race, class, and colour, ethnicity or nationality.

Staff and Volunteers

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All those whom Together We Make a Difference CIC appoint as either a member of staff or accept as a volunteer, must be fit and proper to undertake the duties of the position to which they have been appointed. The overriding considerations in making all appointments shall be the safety and security of everyone. All who offer themselves as volunteers or apply for employment will be considered equally. No-one will be treated less favourably than any other person because of their age, gender, marital status, race, class, colour, ethnicity, nationality, mental or physical ability, political or religious belief.

Harassment and Discrimination

Together We Make a Difference CIC guarantees to deal quickly and firmly with all forms of harassment or discrimination (i.e. sexual, racial etc.) including physical attacks on persons, damage to property or verbal abuse, of, or by groups and individuals, members of staff, directors or volunteers.

Together We Make a Difference CIC's Complaints Procedure should be followed in this instance.

Signed by: Trevor Molloy, Marvin Molloy (Directors)

Last Reviewed: December 2025.

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