

## **Commitment to Equality, Diversity, and Inclusion**

Throughout all its work, the EIS aims to promote the highest standards of conduct through building and nurturing a culture of openness, belonging, inclusivity and pride, where potential and talent are harnessed and flourish – irrespective of background, thought and experience.

The EIS has an important role to play in helping to create a more diverse and inclusive sporting system that enables the people who take part (whether athletes, volunteers, officials, coaches, managers, or board members) to reflect the breadth of society as a whole. This evolutionary path is a vital component in sustaining long term success and will yield benefits across society.

The EIS will play its part in enabling the sporting system, through focussing more on equity of opportunity, awareness, and effective development, to be an environment where everyone feels included and valued and can thrive. These areas of focus will underpin both how we work with our partners and customers and how we develop our own organisation. We will promote and support the development of a fair, equitable and ethical world-class sporting system in the UK that removes barriers, promotes the highest standards, is people focused and values and embraces people's differences.

The Institute conforms with the requirements of the Equality Act 2010 and welcomes people from all backgrounds. The EIS will not tolerate discrimination either directly or indirectly, based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

The EIS is taking positive action on equality, diversity, and inclusion within the organisation to:

- foster an inclusive culture
- embed an inclusive recruitment process
- improve our retention, development, and progression processes
- transform our education and communication approaches
- demonstrate leadership by example

As Chair I view this area as being of critical importance to our development and I will be giving it my personal attention.

**John Dowson, EIS Chair**  
**August 2021**