

Inclusion, Equality and Accessibility Policy

SEASON X • 2026/2027

Document	Policy	Effective	September 2026
Owner	Black Ice Academy Directors	Review	September 2027

Black Ice Academy is committed to providing safe, inclusive, accessible and equitable opportunities in cheerleading. We aim to remove unnecessary barriers and make reasonable adjustments so that people can participate as fully as possible.

Our commitments

- We will not unlawfully discriminate, harass or victimise.
- We recognise the protected characteristics under the Equality Act 2010: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- We will consider reasonable adjustments for disabled athletes, staff, volunteers and visitors and will discuss needs with the individual/parent or carer rather than make assumptions.
- We will consider accessibility in coaching methods, communication, facilities, events, travel and information.
- We will challenge discriminatory language and behaviour and respond under the Anti-Bullying, Code of Conduct or Safeguarding procedures as appropriate.
- We will seek to ensure selection, coaching opportunities and leadership decisions use relevant, transparent criteria and do not unlawfully disadvantage protected groups.
- We will protect dignity and privacy when discussing disability, health, religion, sex or other personal information.

Reasonable adjustments

Requests can be made to a coach or Director. BIA will consider the person's needs, safety, the nature of the activity, available resources and whether an adjustment is reasonable and effective. Where a requested adjustment cannot safely or reasonably be made, BIA will explain the decision and consider alternatives.

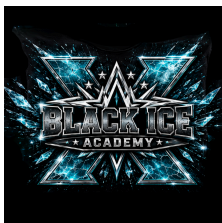
Raising concerns

Concerns about discrimination, harassment or exclusion can be raised under the Complaints Procedure. Where the concern involves bullying, abuse, sexual harassment or risk of harm to a child, the Anti-Bullying and/or Safeguarding Policy will apply.

Legal and guidance framework

This document should be read alongside Black Ice Academy's other safeguarding and safety procedures. It is aligned to the following legislation and guidance current at September 2026:

- Equality Act 2010
- Working Together to Safeguard Children 2026
- UK GDPR and Data Protection Act 2018, as amended



Approval and review

Approved by	Kathryn Thompson and Victoria Worley, Directors
Effective from	September 2026
Next scheduled review	September 2027
Earlier review	Following a serious incident, material legal/guidance change, or significant change to academy operations