

Equality Policy

Club Welfare Officer

Nick Thompson

Old Wilsonians Squash Club is committed to a safe, inclusive and positive environment for children, young people and adults at risk. We adopt England Squash's safeguarding framework and implement best practice at club level, including clear reporting, safer recruitment/DBS, training, supervision, and information sharing protocols.

Policy Statement

We provide fair and equitable access to squash regardless of age, sex, disability, race, religion/belief, sexual orientation, or socioeconomic status, in line with England Squash equality commitments.

Implementation

Inclusive coaching and competitions; reasonable adjustments; unbiased selection; accessible communications; complaints route for discrimination; periodic monitoring and review.

Reporting & Recording: If anyone is in immediate danger, call emergency services. Otherwise, raise concerns with the Club Welfare Officer (Nick Thompson) and/or via England Squash's reporting routes. Use the club log of concern to record facts, actions and decisions, store securely, and share on a need-to-know basis.

Club Welfare Officer: Nick Thompson is the named Welfare Officer for the club. Contact details are published on the club website.

Review: This policy will be reviewed annually, or sooner following an incident, change in legislation, or England Squash guidance.

References

England Squash – Safeguarding: Policies & Guidance (hub):

<https://www.englandsquash.com/safeguarding/policies-and-procedures>

England Squash – Code of Conduct & Governance Policies: <https://www.englandsquash.com/about-us/governance/policies>