

Equality, Diversity and Inclusion (EDI) Policy



A Charitable Incorporated Organisation

Registered Charity No. 1195780

Muslim Sports Foundation (MSF) Equality, Diversity and Inclusion Policy

1. Policy Statement

Muslim Sports Foundation (MSF) is committed to promoting fairness, dignity and respect in all aspects of its work.

MSF seeks to ensure that individuals engaging with the organisation are treated lawfully, fairly and with respect, and that no one is excluded or disadvantaged through unfair treatment.

This policy reflects MSF's values, rooted in Islamic principles of justice, compassion, trust and respect for human dignity, alongside MSF's legal duties under UK equality law.

2. Purpose of This Policy

The purpose of this policy is to:

- set out MSF's commitment to lawful and fair treatment
- promote respectful conduct and appropriate behaviour
- ensure compliance with equality legislation
- provide clarity on how equality-related concerns may be raised
- support good governance, accountability and transparency

This policy focuses on conduct, access and fairness, rather than belief, ideology or identity.

3. Scope

This policy applies to all individuals and organisations involved with MSF, including:

- Trustees
- volunteers
- contractors and consultants
- coaches and instructors
- programme participants
- partner organisations and individuals acting on behalf of MSF

It applies to behaviour, decision-making and interactions connected to MSF's governance, funding, partnerships, activities and events.

4. Legal Compliance

Muslim Sports Foundation complies with the Equality Act 2010.

In line with this legislation, MSF does not unlawfully discriminate in relation to any protected characteristic as defined in law.

MSF's commitment is to lawful treatment, fairness of access and respectful conduct for all individuals engaging with the organisation, whether through governance, funding, partnerships or associated activities.

Compliance with equality law relates to behaviour, access and decision-making and does not require the organisation or individuals to adopt, affirm or promote beliefs or identities beyond those legal obligations.

5. MSF's Approach as a Faith-Based Organisation

MSF is a Muslim organisation working primarily within Muslim communities and the wider society.

MSF's approach to equality, diversity and inclusion is grounded in lawful conduct, mutual respect and the protection of dignity.

While MSF complies fully with UK equality law, it does not require individuals to adopt, affirm or promote beliefs that conflict with their faith or conscience.

6. Expected Standards of Behaviour

All individuals involved with MSF are expected to:

- act lawfully, fairly and respectfully
- treat others with dignity and courtesy
- avoid behaviour that could reasonably be experienced as bullying, harassment or discrimination
- comply with MSF policies, procedures and codes of conduct
- support an environment that is safe, respectful and appropriate

7. Relationship to Other Policies

This policy should be read alongside:

- MSF Safeguarding Children and Young People Policy
- MSF Safeguarding Adults Policy
- MSF Safeguarding Reporting and Response Procedure
- MSF Whistleblowing (Disclosure of Malpractice) Policy
- MSF Code of Conduct for Coaches, Contractors, Volunteers and Participants
- MSF Anti-Bullying, Harassment and Discrimination Policy

Concerns relating to bullying, harassment or discrimination should be reported in line with the relevant policies and procedures.

Where concerns relate to safeguarding, MSF's safeguarding policies and procedures must be followed.

8. Raising Concerns

Anyone who experiences or witnesses behaviour that they believe may be unfair, discriminatory or inappropriate is encouraged to raise this as soon as possible.

Concerns may be raised:

- informally, where appropriate
- through MSF's established reporting routes
- under the Whistleblowing (Disclosure of Malpractice) Policy, where concerns relate to serious wrongdoing, abuse of power or governance failures

All concerns will be handled sensitively, fairly and proportionately.

9. Confidentiality and Protection

MSF will handle all concerns sensitively and confidentially, sharing information only where necessary and appropriate.

No individual who raises a concern in good faith will be treated less favourably as a result. Retaliation, intimidation or victimisation will not be tolerated.

10. Monitoring and Oversight

This policy is overseen by the Head of Business and Governance and the Trustee Safeguarding Lead.

The Board of Trustees will receive appropriate assurance to ensure this policy remains effective, proportionate and compliant with legal and funding requirements.

MSF will also promote awareness of equality, dignity and respectful conduct through proportionate communications, guidance and engagement with partners, aligned with its safeguarding and governance responsibilities.

MSF uses Equality Impact Assessments (EqIAs) to support monitoring, learning and continuous improvement, particularly in relation to funded programmes and partnerships.

Proportionate equality, safeguarding and conduct awareness is promoted for Trustees and relevant contractors in line with MSF's role as a non-delivery organisation.

Delivery partners retain responsibility for frontline equality practice within their activities. MSF's role is to set expectations, seek assurance and take action where concerns arise.

11. Policy Approval and Review

This policy is approved by the Board of Trustees and will be reviewed every two years, or sooner if required by changes in law, regulatory guidance or following a significant incident.

Policy Approval

Policy title	Equality, Diversity and Inclusion Policy
Approved by	Board of Trustees, Muslim Sports Foundation
Date approved	26 March 2026
Review cycle	Every two years, or sooner if required due to changes in legislation, guidance or following a safeguarding incident
Next review due	25 March 2028
Policy owner	Trustee Safeguarding Lead
Responsible officer	Head of Business and Governance