CHEERSPORT
IRELAND

EQUALITY, DIVERSITY & INCLUSION (EDI) POLICY

1. Introduction

Cheer Sport Ireland (CSI) is committed to promoting equality, celebrating diversity, and ensuring full inclusion for all members. CSI strives to create an environment where every individual—regardless of background, identity, or ability—feels valued, respected, and safe to participate.

2. Purpose

This policy outlines CSI's commitment to ensuring fair treatment, equal access, and inclusive practices across all activities and environments.

3. Scope

This policy applies to all athletes, parents, coaches, volunteers, officials, staff, contractors, clubs, and event personnel.

4. CSI Commitment to Equality, Diversity & Inclusion

- Treat all individuals with respect and dignity.
- Promote an inclusive culture where diversity is valued.
- Ensure no person experiences discrimination.
- Provide equal access to participation and opportunities.
- Actively remove barriers to involvement in cheer sport.

5. Protected Characteristics

CSI prohibits discrimination based on (but not limited to):

5a:Gender and gender identity

5b:Sexual orientation

5c:Race, ethnicity, nationality, and cultural background

5d:Religion or belief

5e:Disability or additional needs

5f:Family status or socio-economic background

5g:Age

5h:Membership of the Traveller community

6. Types of Prohibited Conduct

- Direct discrimination: treating someone less favourably.
- Indirect discrimination: policies that disadvantage certain groups.
- Harassment: unwanted behaviour that violates dignity.
- Victimisation: retaliation against someone who made a complaint.
- Hate-based or discriminatory bullying.

7. Inclusive Participation

- Clubs must ensure programmes are as accessible as possible.
- Adaptations should be provided to support inclusion.
- Children with disabilities or additional needs must be supported appropriately.
- Uniform and appearance policies must be inclusive and sensitive.

8. Cultural & Religious Inclusion

- Respect cultural dress, practices, and observances.
- Work with families to accommodate religious needs where possible.
- Provide inclusive and culturally sensitive communication.

9. Language & Communication

- Use clear, respectful, and inclusive language.
- Provide alternative formats where needed (visual supports, plain English).
- Ensure communication does not exclude non-native English speakers.

10. Inclusion in Events & Competitions

- Events must be accessible to all participants and spectators.
- Competition rules must avoid disadvantaging protected groups.
- Event staff must receive EDI guidance.

11. Complaints Related to Discrimination

- Reports must be taken seriously and handled sensitively.
- Complaints should be reported to the Club Children's Officer, Club DLP, or CSI EDI Lead.
- Investigations must follow CSI's Complaints & Disciplinary Policy.
- Victimisation of complainants is strictly prohibited.

12. Education & Training

- CSI will recommend training providers for equality, diversity, and inclusion education.
- Coaches and volunteers should promote inclusive coaching practices.
- Clubs are encouraged to engage in ongoing EDI learning.

13. Responsibilities

- CSI Board: Provide leadership and policy oversight.
- Clubs: Implement inclusive practices at local level.
- Coaches & Volunteers: Promote fairness and respect.
- Athletes & Parents: Treat others with dignity and equality.

14. Monitoring & Evaluation

- Clubs must regularly review inclusion practices.
- CSI may audit clubs to ensure compliance.
- Feedback from children and families will inform improvements.

15. Non-Compliance

- Breaches of this policy may result in disciplinary action.
- Clubs failing to meet EDI standards may face sanctions.
- Discriminatory behaviour may lead to suspension or removal.

16. Review

This policy will be reviewed every two years or sooner if required.

17. Approval

This Equality, Diversity & Inclusion Policy was approved by the Board of Cheer Sport Ireland on: 11/07/2026

Signed:

FIONA COLLUMB, President/Chairperson

JOAN HEAPES, National Children's Officer