

# EQUALITY, DIVERSITY & INCLUSION (EDI) POLICY STATEMENT

## Equality, Diversity & Inclusion at Legacy Leisure Limited

We believe our facilities and services are for everyone. We are committed to providing a welcoming, inclusive and accessible environment where every individual feels valued, respected, and able to thrive. We believe that embracing diversity and ensuring equality of opportunity in everything we do makes our services – and our communities– stronger.

We stand against discrimination of any kind. In line with the Equality Act 2010, we do not tolerate unfair treatment on the basis of age, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, ethnicity or national origin, religion or belief, sex, or sexual orientation. Everyone in our community should have an equal chance to be active and benefit from our facilities, free from prejudice or barriers.

### Our Commitments:

- **Inclusive Services for All:** We aim to ensure that all members of our community have equal access to our sport and leisure activities – whether you are trying a facility for the first time or are a regular user.
- **Welcoming Environment:** You will find a friendly, inclusive atmosphere in each of our facilities. Our staff are trained to be respectful, supportive and aware of individual needs. Harassment or exclusion have no place here.
- **Accessibility:** We are committed to making our facilities and communications accessible to all. Wherever possible, our facilities feature appropriate accessibility features. A copy of our accessibility policy can be found [here](#). We continually invest in improvements to remove physical or sensory barriers to participation.
- **Affordability and Fairness:** To ensure cost is not a barrier, we offer affordable options, including concessionary memberships and discounted programs in partnership with local authorities and community initiatives. Everyone deserves the chance to get active and healthy; we strive to keep our services fair and within reach for our communities.
- **Diverse & Supported Workforce:** We know that a diverse team helps us serve a diverse community. Legacy Leisure Limited is an equal opportunities employer. We recruit and develop our staff based on talent and values, never on bias, and we're proud to have a workforce that reflects our communities. We provide regular training on equality, diversity and inclusion so that our colleagues at all levels have the awareness and skills to contribute to an inclusive culture. From front-line staff to managers, our people are equipped to uphold our EDI principles and to make every customer feel welcome.
- **Community Engagement:** We actively engage with local communities and stakeholder groups to inform our approach. By working with schools, community organisations, disability groups, cultural associations and local councils, we learn how to better meet everyone's needs. We participate in community events and initiatives that celebrate diversity and promote inclusion, and we listen to feedback

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from our users to keep improving.

- **Continuous Improvement & Accountability:** We monitor who uses our facilities and how they use them, in order to identify gaps and continuously improve our inclusivity. Feedback from customers and staff is encouraged – we want to hear about your experiences. We review our programmes, policies and progress on a regular basis, and we are transparent about our efforts. If something isn't right, we will act on it. We also have a clear complaints and reporting process for any form of discrimination or unfairness, and we take prompt action to resolve issues.

## **Our Promise:**

At Legacy Leisure Limited, we do the right thing. We are proud to be a place where everyone is welcome. By embedding equality, diversity and inclusion in our daily work, we aim to not only provide great leisure experiences, but also to help build healthier, happier communities. Together, we thrive when everyone can belong.

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