

## Equality policy

Date of adoption by British Gymnastics Foundation Board	6 <sup>th</sup> September 2016
Last review date	11 <sup>th</sup> September 2018

### Summary of changes introduced at last review

Point 13: Review Date altered to September 2021. (Amended from 2019 – 2021 on March 11<sup>th</sup> 2019)

## 1 **PURPOSE**

- 1.1 British Gymnastics Foundation recognises that individuals (and/or certain groups in our society who share one or more Protected Characteristics) may have been denied opportunity to access or participate fully in sport in the past. This Policy has been produced to try to ensure that everyone is treated fairly and avoid practices that could discriminate directly or indirectly towards certain sections of society. In order to achieve equality, British Gymnastics Foundation recognises that in some instances, unequal distribution of effort and resources may be required. This may be necessary when sections of society are faced with barriers that prevent or restrict their participation in gymnastics. British Gymnastics Foundation supports the need for positive action to alleviate any barriers to participation.
- 1.2 Equality is about respecting peoples' individuality. In doing this, British Gymnastics Foundation recognises that its Policy must provide flexibility in order to ensure a service, which is adaptive to individuals' needs, thus enabling all in our society to participate without prejudice or unnecessary barriers.
- 1.3 British Gymnastics Foundation recognises its legal obligations under, and will abide by the requirements of, the Equality Act 2010, and any later amendments to such legislation.

## 2 **WHO THE EQUALITY POLICY APPLIES TO**

- 2.1 Where possible, every individual person connecting with a British Gymnastics Foundation Programme is required to assist the charity in ensuring that we meet our commitment to avoid unlawful discrimination; and to exhibit personal behaviours and practices which support a discrimination free environment. his policy is for use by British Gymnastics Foundation Trustees and staff.

## 3 **WHY WE HAVE AN EQUALITY POLICY**

- 3.1 The Equality Policy has been designed to ensure that where possible and within our control, no job applicant, employee, volunteer, participant or other personnel involved in our charitable work is unlawfully discriminated against or receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (together these are known as the 'Protected Characteristics' under the Equality Act 2010).
- 3.2 British Gymnastics Foundation subscribes to the principles of equality of opportunity and this Policy aims to ensure that anyone participating in our charitable programmes is able to do so in a discrimination-free environment.

## 4 **DEFINITIONS**

- 4.1 None

## **POLICY DETAILS**

### 5 **Policy Objectives**

- 5.1 British Gymnastics Foundation subscribes to the principles of equality of opportunity and aims to ensure that anyone participating in our charitable programmes is able to do so in a discrimination-free environment.
  - 5.2 The Equality Policy is based on the following fundamental principles, which British Gymnastics Foundation aims to uphold:
    - 5.2.1 All persons must respect the rights, dignity and worth of every human being and their right to self-determination.
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- 5.2.2 All staff, participants, volunteers and other personnel are entitled to be treated fairly regardless of sex, gender reassignment, sexual orientation, age, marriage and civil partnership, pregnancy and maternity, disability, religion or belief, race including nationality or ethnicity and socio/economic background.
- 5.2.3 The Foundation recognises and values the contributions that different people can bring to the organisation.
- 5.2.4 Equality must permeate throughout all of our charity plans, procedures and activity.
- 5.2.5 In some cases, positive action may be required to address past inequalities or under-representation.
- 5.2.6 It is everyone's responsibility to ensure that no form of discrimination is tolerated in the delivery of our charitable programmes.
- 5.2.7 Any individual who believes they have received unfavourable treatment within the scope of the policy should raise their concern in line with our charity's procedures.
- 5.2.8 No individual (and/or their family) who raises a concern in good faith, or those who support another person to raise a concern should be treated unfairly as a result of raising the concern.

## **6 Responsibilities of British Gymnastics Foundation**

- 6.1 British Gymnastics Foundation strives to ensure that our organisation is free from discrimination. We endeavour to promote the highest standards and will:
  - 6.1.1 Provide and implement a policy to protect participants from discrimination.
  - 6.1.2 Encourage individuals from all communities to become involved at any level of participation, coaching, officiating and management.
  - 6.1.3 Adopt good practice in recruitment, training and supervision of all personnel and volunteers.
  - 6.1.4 Respond to all concerns, and implement the appropriate remedial procedures where necessary.
- 6.2 British Gymnastics Foundation will work to ensure that inequality is avoided:
  - 6.2.1 When selecting, recruiting and training individuals.
  - 6.2.2 In the monitoring of practices, procedures and data relating to the operations and activities of the organisation.
  - 6.2.3 In the preparation and distribution of all materials and publications.
  - 6.2.4 By the relaxation of any conventional rules which serve to inhibit the participation of people with special needs or disabilities. Any relaxation of organisation rules will only be carried out for the purpose above where it is safe to do so and does not have a detrimental effect on the organisation's activity.

## **7 Responsibilities of employees, volunteers, participants and all other individual personnel involved in our charitable work**

- 7.1 Where possible, every individual person connecting with a British Gymnastics Foundation Programme is required to assist the charity in ensuring that we meet our commitment to avoid unlawful discrimination; and to exhibit personal behaviours and practices which support a discrimination free environment.

## **8 Legal Requirements**

- 8.1 British Gymnastics Foundation recognises its legal obligations under, and will abide by the requirements of, the Equality Act 2010, and any later amendments to such legislation.
- 8.2 It is unlawful to discriminate directly or indirectly in recruitment, employment or in the provision of services because of age, disability, sex, gender reassignment, pregnancy, maternity, race (including colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership.

## **9 British Gymnastics Foundation recognises that the following is unacceptable: "Discrimination, Harassment, Bullying and Victimisation"**

- 9.1 Unlawful discrimination, which can take the following forms:
    - 9.1.1 Direct Discrimination: - treating someone less favourably than another person because of a Protected Characteristic.
    - 9.1.2 Indirect Discrimination: - an action, rule or policy that applies to everyone but disadvantages someone with a particular Protected Characteristic.
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- 9.1.3 Associative Discrimination: direct discrimination against someone because they associate with another person who possesses a particular Protected Characteristic.
  - 9.1.4 Discrimination by perception: direct discrimination against someone because others think they possess a particular Protected Characteristic.
  - 9.1.5 Discrimination arising from disability: someone is treated unfavourably because of something connected with their disability.
  - 9.1.6 Bullying: offensive, intimidating, malicious or insulting behaviour, and /or an abuse or misuse of power that is meant to undermine, humiliate or injure the person on the receiving end.
  - 9.1.7 Harassment: unwanted or offensive conduct directed at oneself or another person.
  - 9.1.8 Victimisation: treating a group or individuals in a detrimental way because they have made or intend to make a complaint or provide evidence in support of another complaint.
- 9.2 British Gymnastics Foundation regards acts of discrimination, bullying, harassment or victimisation as serious issues. Staff or other personnel who are found to have discriminated against, harassed, bullied or victimised any other person, will be dealt with appropriately.

## 10 **“Reasonable Adjustments”**

- 10.1 British Gymnastics Foundation recognises it has a duty, and is committed to making reasonable adjustments for disabled people.
- 10.2 British Gymnastics Foundation’s duty to make reasonable adjustments includes the removal, adaptation or alteration of physical features, if the physical features make it impossible or unreasonably difficult for disabled people to use services.
- 10.3 British Gymnastics Foundation, when acting as a service provider, has an obligation to think ahead and address any barriers that may impede disabled people from accessing its service.

## 11 **Monitoring and Evaluation**

- 11.1 The British Gymnastics Foundation Equality Policy will be regularly monitored and will be updated where necessary, in the following situations: -
  - 11.1.1 As a result of any changes in legislation
  - 11.1.2 As a result of any changes in governance of the sport
  - 11.1.3 Following a procedural review as a result of a significant case

## 12 **INTERDEPENDENCIES**

- 12.1 Equality Act 2010

## 13 **REVIEW**

- 13.1 British Gymnastics Foundation’s Equality Policy will be reviewed in September 2021.
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