**Gryphon West Gym Club**

**Equality Policy**

**1. Policy Objectives**

Gryphon West subscribes to the principles of equality of opportunity and aims to ensure that anyone participating or wishing to participate in gymnastics is able to do so in a discrimination-free environment. The Equality Policy is based on the following fundamental principles, which Gryphon West aims to uphold:

- All persons must respect the rights, dignity and worth of every human being and their right to selfdetermination.

- All staff, members, volunteers and job applicants are entitled to be treated fairly regardless of gender, gender reassignment, sexual orientation, age, parental or marital status, disability, religion, colour, race, ethnic or national origins, or socio/economic background.

- All participants should be afforded equal opportunity to access services.

- It is everyone’s responsibility to ensure that no form of discrimination is tolerated in our organisation/club.

**2. Purpose of the Policy**

The Equality Policy has been designed to ensure that no job applicant, employee, volunteer, participant or member 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)

Gryphon West 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, Gryphon West 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. Gryphon West supports the need for positive action to alleviate any barriers to participation.

**3. Responsibilities of Gryphon West**

Gryphon West strives to ensure that our sport is free from discrimination. We endeavour to promote the highest standards and will:

- Provide and implement a policy to protect participants from discrimination.

- Encourage individuals from all communities to become involved at any level of participation, coaching, officiating and management.

- Adopt good practice in recruitment, training and supervision of all employees and volunteers.

- Respond to all concerns, and implement the appropriate disciplinary and appeals procedure.

Gryphon West will work to ensure that inequality is avoided at all times.

**4. Responsibilities of the Individual**

Everyone associated with Gryphon West is required to assist in ensuring that the Club meets its commitment and avoids unlawful discrimination. Individuals can be held personally liable as well as, or instead of, the Club, for any act of unlawful discrimination. Individuals who commit serious acts of harassment may be guilty of a criminal offence.

**5. Legal Requirements**

Gryphon West recognises its legal obligations under, and will abide by the requirements of, the Equality Act 2010, and any later amendments to such legislation or subsequent equality related legislation that may be relevant to British Gymnastics. 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.

Gryphon West recognises that the following is unacceptable:

***Discrimination, Harassment, Bullying and Victimisation***

Unlawful discrimination, which can take the following forms:

- Direct Discrimination: - treating someone less favourably than another person because of a Protected Characteristic.

- Indirect Discrimination: - an action, rule or policy that applies to everyone but disadvantages someone with a particular Protected Characteristic.

- Associative Discrimination: – direct discrimination against someone because they associate with another person who possesses a particular Protected Characteristic.

- Discrimination by perception: – direct discrimination against someone because others think they possess a particular Protected Characteristic.

- Discrimination arising from disability: – someone is treated unfavourably because of something connected with their disability.

- 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.

- Harassment: - unwanted or offensive conduct directed at oneself or another person.

- Harassment by a third party: – the company is potentially liable for harassment of their staff by people not employed by them.

- 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.

Gryphon West regards acts of discrimination, bullying, harassment or victimisation as serious issues. Staff or members who, following disciplinary procedures, are found to have discriminated against, harassed, bullied or victimised any other person, will be dealt with appropriately.

Reasonable Adjustments – Gryphon West recognises it has a duty, and is committed to making reasonable adjustments for disabled people. Gryphon West’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.

**6. Monitoring and Evaluation**

The Gryphon West Equality Policy will be regularly monitored and a full policy review will take place tri-annually. The following situations may also evoke a review of the policy:

- As a result of any changes in legislation

- As a result of any changes in governance of the sport

- Following a procedural review as a result of a significant case

All operating coaches and committee of the club will have been made aware of the features within this policy and of the consequences of not complying with it. Should anyone wish to see a full copy of the BGA Policy, please ask the Lead Welfare Officer or Head Coach. Additionally, it is available for download here:

<https://www.british-gymnastics.org/documents/coaches-teachers-and-volunteers/course-policies/7181-bg-equality-policy-2013/file>

**“Gryphon West Gym Club is an equal opportunity organisation.”**

Proposed ……………………………

Seconded ……………………………

Approved ……………………………

Approved ……………………………

Originally drawn up 2004

Amended 4.9.2010 Amended 25.11.2017