

INVERNESS GYMNASTICS CLUB

EQUALITY POLICY

Policy Objectives

- Inverness Gymnastics Club (IGC) subscribes to the principles of equality of opportunity and aims, in line with British Gymnastics (BG) and Scottish Gymnastics (SG), to ensure that anyone participating or wishing to participate in gymnastics or associated activities with the club is able to do so in a discrimination-free environment.
- The Equality Policy is based on the following fundamental principles, set by British Gymnastics, which IGC aims to uphold.
- All persons must respect the rights, dignity and worth of every human being and their right to self-determination.
- All members, volunteers, coaches, applicants and partners in the delivery or participation of the club's activities 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.
- Equality must permeate throughout strategic and development plans.
- All participants should be afforded equal opportunity to access services.
- It is everyone's responsibility to ensure that no form of discrimination is tolerated within the organization and to recognise the same responsibility within both the Scottish and British National Governing Bodies.
- Any individual who feels they have recognised actions in contrary to this policy should raise the concern with The Club's Welfare Officer and or Executive Committee. In raising a concern, no individual should be treated unfairly as a result.

Purpose of The Policy

- Having been taken, with small amendments, from British Gymnastics, IGC have adopted this policy to ensure that no individual 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).
- Inverness Gymnastics Club 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.
- Equality is about respecting peoples' individuality. In doing this, IGC recognises that it's Policy must provide flexibility in order to ensure a service, which is adaptive to individuals' needs, thus enabling all in society to participate without prejudice or unnecessary barriers.

Responsibilities of Inverness Gymnastics Club

- IGC recognizes that the governing bodies strive, through action and policy, to ensure that the sport of gymnastics is free from discrimination, as therefore as a club, endeavours to provide the following standards:
- Provide and implement a policy to protect participants from discrimination.
- Encourage individuals from all communities to become involved in the club and it's activities.
- Adopt good practice in recruiting, training and supervising volunteers, coaches, club managers and involved individuals.
- Respond to all concerns, and act in an appropriate and timely manner.

Responsibility of the Individual

- Everyone associated with IGC is required to assist in ensuring that the organization meets its commitment and avoids unlawful discriminations.
- Both gymnastics governing bodies recognise that 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.
- All members will work to promote a culture of acceptance and tolerance, ensuring those involved in the club's activities have the support and opportunity to be the best person they can.

Legal Requirements

- 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.
- Inverness Gymnastics Club recognise the British Gymnastics have noted their legal requirements as follows: British Gymnastics 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.
- The following are recognised as unacceptable: "Discrimination, Harassment, Bullying and Victimisation"
- Direct Discrimination – Treating someone less favourably than another person because of a Protected Characteristics.
- 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.

Monitoring and Evaluation

In line with The British Gymnastics Equality Policy, this document will be regularly monitored and a full policy review will take place accordingly. 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