



## British Gymnastics Equality Policy

### Approval

<i>Approved by:</i>	<i>Name:</i>	<i>Dept.:</i>	<i>Date:</i>
Board	Lucy Smith	People Services	15/03/17

### Document History

<i>Version</i>	<i>Summary of Changes</i>	<i>Document Status</i>	<i>Date</i>
1.0	Live Policy	Live	
1.1	Updated terminology, 1.1 – reference to valuing diversity, removal of 5.5.8 (Third Party Harrassment), updating job titles and committee names and functions, 4.2 added victimisation. Section 6 updated to reflect current plan. Section 7 updated.	Draft	12/09/16
1.2	Amended word 'participant' in introduction to 'everyone involved' Removed previous section 8. Amended Merged 3.1.4 & 3.1.5. Amended 3.1.3 'affiliated' to 'registered'.	Draft	15/09/16
2.0	Live Policy approved by the Board	Live	15/03/17

## ***British Gymnastics Equality Policy***

1. POLICY OBJECTIVES
2. PURPOSE OF THE POLICY
3. RESPONSIBILITIES OF BRITISH GYMNASTICS
4. RESPONSIBILITIES OF THE INDIVIDUAL
5. LEGAL REQUIREMENTS
6. IMPLEMENTATION PROCEDURES
7. BRITISH GYMNASTICS' COMMITMENT TO ACTION
8. MONITORING AND EVALUATION

## British Gymnastics Equality Policy

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### **1.0 Introduction**

- 1.1 British Gymnastics (BG) subscribes to the principles of equality of opportunity and aims to ensure that anyone involved or wishing to be involved in gymnastics is able to do so in a discrimination-free environment. British Gymnastics also values diversity and recognises the contributions that people from different background or different experiences can bring to the organisation.
- 1.2 The Equality Policy is based on the following fundamental principles which British Gymnastics aims to uphold:
- 1.2.1 All persons must respect the rights, dignity and worth of every human being and their right to self-determination.
  - 1.2.2 All staff, members, volunteers and job applicants are entitled to be treated fairly regardless of sex, gender reassignment, sexual orientation, age, marriage and civil partnership, parental or marital status, pregnancy and maternity, disability, religion or belief, colour, race including nationality or ethnicity and socio/economic background.
  - 1.2.3 Equality must permeate throughout strategic and development plans.
  - 1.2.4 All participants should be afforded equal opportunity to access services.
  - 1.2.5 In some cases, positive action may be required to address past inequalities or under-representation.
  - 1.2.6 It is everyone's responsibility to ensure that no form of discrimination is tolerated in our organisation.
  - 1.2.7 Any individual who believes they have received unfavourable treatment within the scope of the policy should raise the concern in line with the BG Complaints & Disciplinary Procedure.
  - 1.2.8 No individual 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.

### **2.0 Purpose of the Policy**

- 2.1 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)
- 2.2 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 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 supports the need for positive action to alleviate any barriers to participation.

- 2.3 Equality is about respecting peoples' individuality. In doing this, British Gymnastics recognizes 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.

### **3. Responsibilities of British Gymnastics**

- 3.1 British Gymnastics strives to ensure that our sport is free from discrimination. We endeavour to promote the highest standards and will:
- 3.1.1 Provide and implement a policy to protect participants from discrimination.
  - 3.1.2 Encourage individuals from all communities to become involved at any level of participation, coaching, officiating and management.
  - 3.1.3 Adopt good practice in recruitment, training and supervision of all employees and volunteers, and provide good practice guidance to our registered clubs and organisations.
  - 3.1.4 Work in partnership with the Home Country affiliated organisations and registered clubs to implement the policy across the UK and review progress.
  - 3.1.5 Respond to all concerns, and implement the appropriate disciplinary and appeals procedure.
- 3.2 British Gymnastics will work to ensure that inequality is avoided:
- 3.2.1 When selecting, recruiting and training individuals.
  - 3.2.2 In the structure and content of all syllabi, examinations, regulations and assessment procedures.
  - 3.2.3 In the monitoring of practices, procedures and data relating to the operations and activities of the association and its affiliated bodies.
  - 3.2.4 In the preparation and distribution of all materials and publications.
  - 3.2.5 By the relaxation of any conventional rules and regulations which serve to inhibit the performance of those candidates with special needs or disabilities, providing that such action does not have detrimental effect on the standard, quality and integrity of the regulations.

### **4. Responsibilities of the Individual**

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

### **5. Legal Requirements**

- 5.1 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.

- 5.2 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.
- 5.3 British Gymnastics will seek advice each time this Policy is reviewed to ensure it continues to reflect the current legal framework and good practice

5.4 British Gymnastics recognises that the following is unacceptable:

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

5.5 Unlawful discrimination, which can take the following forms:

- 5.5.1 ***Direct Discrimination***: treating someone less favourably than another person because of a Protected Characteristic.
- 5.5.2 ***Indirect Discrimination***: an action, rule or policy that applies to everyone but disadvantages someone with a particular Protected Characteristic.
- 5.5.3 ***Associative Discrimination***: direct discrimination against someone because they associate with another person who possesses a particular Protected Characteristic.
- 5.5.4 ***Discrimination by perception***: direct discrimination against someone because others think they possess a particular Protected Characteristic.
- 5.5.5 ***Discrimination arising from disability***: someone is treated unfavourably because of something connected with their disability.
- 5.5.6 ***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.
- 5.5.7 ***Harassment***: unwanted or offensive conduct directed at oneself or another person.
- 5.5.8 ***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.

5.6 British Gymnastics 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***

- 5.7 British Gymnastics recognises it has a duty, and is committed to making reasonable adjustments for disabled people.
- 5.8 British Gymnastics' 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.
- 5.9 British Gymnastics, 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.

## **6. Implementation Procedures**

- 6.1 British Gymnastics aims to promote equality and diversity across our sport and mainstreaming equality and diversity principles in everything we do. The BG Equality & Diversity Plan, sets out the actions that British Gymnastics will take towards making the sport more accessible, reducing inequalities and addressing under-representation.
- 6.2 In working towards mainstreaming equality we will:
- 6.2.1 Ensure equality is embedded as part of our culture and is visible in the BG strategy;
  - 6.2.2 Develop our evidence base to provide a clear rationale for our aims and objectives and against which to measure the impact against our agreed priorities;
  - 6.2.3 Ensure functions, key policies and procedures in all areas of activity that include a visible equality dimension are screened and undergo a full impact assessment where appropriate;
  - 6.2.4 Implement a range of strategies to increase awareness and gain support and commitment at all levels of the organisation. promote equality and diversity across our sport and mainstream equality principles both as an employer and as a provider of services.
- 6.3 British Gymnastics has worked to embed Equality & Diversity aims into its 2017 Strategy and Brand to ensure equality actions are an integral part of British Gymnastics' continuous improvement process.

## **7. British Gymnastics' Commitment to Action**

- 7.1 British Gymnastics (BG) is fully committed to continuing to promote equality and diversity across our sport and achieving the Advanced level of the UK Equality Standard for Sport.
- 7.2 British Gymnastics will ensure resources are made available for the implementation of the Equality & Diversity Plan and is committed to ensure that the Equality Policy is widely available and effectively communicated to all staff, members and volunteers via the website and other forms of media.
- 7.3 British Gymnastics will ensure any complaints or concerns under the Equality Policy are addressed and in the case of serious policy breaches, formal action will be taken in line with the BG Complaints and Disciplinary procedures.

## **8. Monitoring and Evaluation**

- 8.1 The British Gymnastics 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:
- 8.1.1 As a result of any changes in legislation
  - 8.1.2 As a result of any changes in governance of the sport
  - 8.1.3 Following a procedural review as a result of a significant case