

# EQUALITY POLICY



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# **BRITISH GYMNASTICS**

## **EQUALITY POLICY**

### **1. Policy Objectives**

- 1.1 British Gymnastics 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.
- 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 gender, gender reassignment, sexual orientation, age, parental or marital status, disability, religion, colour, race, ethnic or national origins, or 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 (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.

### **2. 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 British Gymnastics 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 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 affiliated clubs and organisations.
  - 3.1.4 Ensure that affiliated clubs and organisations adopt either British Gymnastics' Equality Policy or similar.
  - 3.1.5 Work in partnership with the Home Country affiliated organisations to implement the policy across the UK and review progress.
  - 3.1.6 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 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 *Harassment by a third party*: - the company is potentially liable for harassment of their staff by people not employed by them.

5.5.9 *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 has developed an over-arching Equality Action Plan, which is designed to increase the diversity of the organisation and its membership. The plan also sets out the actions that British Gymnastics will take to improve our sport, making it more accessible in order to reduce inequalities and under-representation in Gymnastics. The Plan clearly sets out British Gymnastics’ commitment to communicating equality with all staff and membership.
- 6.2 British Gymnastics has fully embedded its Equality Action Plan in to its strategy and planning tool to ensure that equality actions are an integral part of British Gymnastics’ continuous improvement process.
- 6.3 As part of the Equality Action Plan, British Gymnastics has also produced an Equality Implementation Plan, which sets out how British Gymnastics will monitor the Equality Policy and work towards the “UK Equality Standard for Sport”, developed and endorsed by the five Sport Councils and the various sport equality organisations. The Standards set out a framework for all governing bodies of sport to achieve greater equality. The purpose of the British Gymnastics Equality Implementation plan is to improve opportunities for all sections of society to access Gymnastics and try to prevent discrimination in our sport.

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

- 7.1 The Board of British Gymnastics has committed the Governing Body to work towards achieving the UK Equality Standard for Sport.
- 7.2 Equality Implications is a required section for all Boards reports.
- 7.3 British Gymnastics’ Equality and Standards Manager is responsible for co-ordinating the UK Equality Standard for Sport submission, working

in partnership with other BG staff and the Home Countries and their designated person(s) with the responsibility for Equality.

- 7.4 The Equality Standard Steering Group has been established as a sub-group of the Ethics and Welfare Committee.
- 7.5 The Ethics and Welfare Committee, which is a sub-committee of the main Board, is responsible for determining the appropriate course of action for any complaints or concerns raised under the Policy.
- 7.6 British Gymnastics has complaints and disciplinary procedures in place, in compliance with the principles of natural justice.
- 7.7 British Gymnastics 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.
- 7.8 British Gymnastics will endeavour to provide the resources necessary for the implementation of the Equality Policy.
- 7.9 British Gymnastics monitors the Equality profile of members, employees and job applicants and the ongoing impact of the Policy and implementation plan.
- 7.10 British Gymnastics has ensured key staff have attended equality training and aim to ensure all staff members attend training in the future and new staff receive training on the Policy as part of the induction process.
- 7.11 British Gymnastics' staff handbook includes an Equality Policy and procedures to manage equality issues in the workplace.
- 7.12 British Gymnastics has reviewed the policy in 2011 and will ensure any changes to Government Equality Legislation are reflected in future policy.
- 7.13 Equality and ethical issues are included within British Gymnastics' coach and official's education programmes.
- 7.14 British Gymnastics manages GymMark, a Gymnastics club accreditation scheme that encourages clubs to implement a policy and action plan for equality.
- 7.15 British Gymnastics will promote best practice and implement change to bring about improvements in practice and outcomes.

## **8. Home Country Governing Bodies' Commitment to Action**

- 8.1 All Home Countries have designated the responsibility for Equality (the term Equity is used in Scotland) to a member of staff or key volunteer.



- 8.2 All Home Countries have their own implementation plan, which compliments the UK plan and outlines the key priorities and delivery strategies.
- 8.3 All Home Countries will ensure that Equality is a major feature of their overall strategic plan.
- 8.4 All Home Countries will monitor the Equality profile of members, employees and job applicants and the ongoing impact of the Policy and implementation plan.
- 8.5 All Home Countries have procedures in place to deal with concerns, complaints and disciplinary.
- 8.6 All Home Countries will continue to ensure there are opportunities available to attend equality training at a local level and included in existing education programmes.
- 8.6 All Home Countries will promote best practice and implement change to bring about positive outcomes.

## **9. Monitoring and Evaluation**

- 9.1 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: -
  - 9.1.1 As a result of any changes in legislation
  - 9.1.2 As a result of any changes in governance of the sport
  - 9.1.3 Following a procedural review as a result of a significant case