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# Association Rules – Equality Policy

British Gymnastics subscribes to the principles of equality of opportunity and strives to ensure that anyone participating or wishing to participate in gymnastics is able to do so in a discrimination-free environment. British Gymnastics also advocates that all those involved in the sport must always comply with the principles of accepted moral and ethical frameworks and exemplary standards of conduct and everyone be treated fairly.

The Equality Policy is based on the following fundamental principles:

- i.** All persons must respect the rights, dignity and worth of every human being and their right to self-determination.
- ii.** All staff, members, volunteers and job applicants are entitled to be treated fairly regardless of gender, sexual orientation, age, parental or marital status, disability, religion, colour, race, ethnic or national origins, or socio/economic background.
- iii.** Equity must permeate throughout strategic and development plans.
- iv.** All participants should be afforded equal opportunity to access to services.
- v.** In some cases, positive action may be required to address past inequalities or under-representation.
- vi.** It is everyone's responsibility to ensure that no form of discrimination is tolerated in our organisation.
- vii.** 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 Procedure.
- viii.** No individual (and/or their family) who raises a concern in good faith should be treated unfairly as a result of raising the concern.

# Responsibilities

The Equality Policy has been designed to ensure that no job applicant, employee, volunteer, participant or member will receive less favourable treatment on the grounds of age, gender, colour, race, religion, sexual orientation, ethnic origin, creed or disability, or will be disadvantaged by conditions or requirements that cannot be shown to be reasonable or relevant.

British Gymnastics recognises that some sections of society have been denied opportunity to access or participate fully in sport and wish to implement a policy that ensures 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 additional effort to identify and alleviate any barriers to participation.

British Gymnastics 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, and provide guidance to our affiliated clubs and organisations.
- Require affiliated clubs and organisations to adopt either British Gymnastics' Equality Policy or similar.
- Ensure that best practice is extensively promoted and expect all clubs and members to follow the guidelines set down by the governing body
- Work in partnership with the Home Country affiliated organisations to implement the policy across the UK and review progress.
- Respond to all concerns, and implement the appropriate disciplinary and appeals procedure.

Inequality will be avoided:

- When selecting, recruiting and training individuals.
- In the structure and content of all syllabi, examinations, regulations and assessment procedures.
- In the monitoring of practices, procedures and data relating to the operations and activities of the association and its affiliated bodies.
- In the preparation and distribution of all materials and publications.
- 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.

# Legislation

British Gymnastics recognises its legal obligations under the following acts:

- Equal Pay Act 1970
- Rehabilitation of Offenders Act 1974
- Race Relations Act 1976 (as amended)
- Sex Discrimination Act 1975 (as amended)
- Disability Discrimination Act 1995
- Human Rights Act 1998
- Good Friday Peace Agreement 1998 (Northern Ireland only)
- The Fair Employment and Treatment (NI) Order 1998 (Northern Ireland only)
- Employment Equality (Religion or Belief) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Gender Recognition Act 2004
- Civil Partnership Act 2004
- Employment Equality (Age) Regulations 2006
- Safeguarding Vulnerable Groups Act 2006
- The Safeguarding Vulnerable Groups (Northern Ireland) Order 2007
- Protection of Vulnerable Groups (PVG) (Scotland) Act 2007

# Discrimination, Harassment & Victimisation

Discrimination can and does occur in a wide range of situations, including within a sporting environment. The effects of discrimination can be extremely damaging. Discrimination takes the following forms:

## **Direct Discrimination:**

Treating someone less favourably than you would treat others in the same circumstances.

## **Indirect Discrimination:**

An action that indirectly affects a group or individual. Some requirements or condition if applied equally can have disproportionate and detrimental affect on one or more sectors of society, because it may be difficult or impossible for that section of society to fulfil the requirement.

## **Harassment:**

An action or comment that causes persistent offence to an individual or group. It may be directed towards people because of their gender, appearance, race, colour, ethnic origin, nationality, age, sexual orientation, a disability or some other characteristic.

## **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.

British Gymnastics regards discrimination, harassment or victimisation, as a serious issue and staff or members who following disciplinary procedures is found to have discriminated against, harasses or victimises any other person will be severely reprimanded.

## Implementation Procedures

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. The Implementation plan sets out how British Gymnastics will 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.

# Actions Taken/To Be Taken By British Gymnastics

- The Board of British Gymnastics has committed the Governing Body to work towards achieving the UK Equality Standard.
- Equality is an agenda item at BG Board meetings and a required section for all Boards reports.
- British Gymnastics' Safeguarding and Compliance Officer is responsible for co-ordinating the UK submission, working in partnership with other BG staff and the Home Countries and their designated person(s) with the responsibility for Equality.
- The Equality Standard Steering Group has been established as a sub-group of the Ethics and Welfare Committee. All Home Countries are represented on this group.
- 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.
- British Gymnastics has complaints and disciplinary procedures in place, in compliance with the principles of natural justice.
- British Gymnastics has reviewed its Equality Policy, and is committed to ensure that the reviewed policy is widely available and effectively communicated to all staff, members and volunteers via the website.
- British Gymnastics will endeavour to provide the resources necessary for the implementation of the Equality Policy.
- British Gymnastics monitors the Equality profile of members, employees and job applicants and the ongoing impact of the Policy and implementation plan.
- 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.
- British Gymnastics staff handbook includes policy and procedures to manage equality issues in the workplace.
- British Gymnastics have reviewed the policy in 2008 and will ensure any changes to major legislative, governance or procedural are updated in the policy.
- Equality and ethical issues are included within British Gymnastics' coach and official's education programmes.
- British Gymnastics has introduced GymMark, a Gymnastics club accreditation scheme that encourages clubs to implement a policy for equality.
- British Gymnastics will promote best practice and implement change to bring about improvements in practice and outcomes.

# Actions Taken/To Be Taken By Home Country Governing Bodies

- All Home Countries have designated the responsibility for Equality (the term Equity is used in Scotland) to a member of staff or key volunteer. The individual attends the UK Steering Group meeting and leads the implementation of a UK-wide Policy for Equality.
- All Home Countries have their own implementation plan, which compliments the UK plan and outlines the key priorities and delivery strategies.
- All Home Countries will ensure that Equality is a major feature of their overall strategic plan.
- All Home Countries will monitor the Equality profile of members, employees and job applicants and the ongoing impact of the Policy and implementation plan.
- All Home Countries have procedures in place to deal with concerns, complaints and disciplinary.
- 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.
- All Home Countries will promote best practice and implement change to bring about positive outcomes.

## Monitoring & Evaluation

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:

- 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