

Equality Monitoring FAQs

1. Why are you asking for my/my child's equality profile information?

Equality Monitoring is the process used to collect, store and analyse data about people who use our services. It covers a range of equality groups, known as 'protected characteristics', which are age, disability, ethnicity (race), sex, marriage and civil partnership, pregnancy and maternity, religion/belief, sexual orientation, and gender reassignment.

We work hard to ensure people are not discriminated against when accessing our services. We aim to ensure our services are fully inclusive and accessible to everyone. To make this possible we need to be aware of and understand different needs and review the accessibility of our services.

We have a legal duty to ensure all our services are fully inclusive. To make this possible we need to be aware of the equality profile of the people who are using our services or involved in our activities to establish whether this is representative of the community we serve. Accurate information on the equality profile of our membership will help us identify areas of under-representation and where we need to target initiatives to reduce barriers and develop inclusion strategies for specific groups.

We invite all members to provide their equality profile information. Although this information is very important to us, we appreciate that not everyone is comfortable to respond so every question allows you to select the "prefer not to say" option.

2. Who can access this information and how will it be used?

The diversity monitoring information is linked to your/your child's CRM profile that you can access and update by logging into your/your child's profile. This information is not visible on a membership record and access would only be available to our IT department, if deemed strictly necessary.

We will only use this information to prepare anonymised statistical reports. These reports will also utilise other data contained on the CRM e.g. age and may report on specific sections of our membership e.g. coaches, gymnasts, national squad athletes, etc. We will always ensure that the data is presented in a way that make it not possible to identify any individual members.

We are required to share the reports on the diversity of our members to both UK Sport and the relevant home country sport councils who provide funding to support some of our programmes and where appropriate, we may publish statistical information about the equality profile of our membership and key groups within it on our website.

3. My/my child's ethnicity/religion or belief etc. is not listed. What do I fill in?

It is not possible to have a list of all the different options. In most cases, we have used the same list as used in the 2011 census. We have included an option to choose "other" and provided a free text box. We will be updating options to align with the 2021 census.

4. Will the information I disclose have an impact on the service I/my child receives?

Any equality profile information is confidential and only limited IT staff can access this data. Access is only authorised for limited purposes where strictly necessary e.g. to make system updates or repairs or for data security purposes.

We hope that if there is anything that we can do to support your access to our services, then you would feel confident to share information with a relevant member of staff who will do their best to support your individual needs. Please note that if you do choose to share information with a member of staff, they will not disclose this information without your explicit consent.

5. Why are you asking about sexual orientation?

This question is only asked for members aged 16 and over. As a protected characteristic, sexual orientation is afforded the same legal protection as the other characteristics e.g. age, sex, ethnicity, disability, religion etc. To be fully inclusive, we need to ensure that we monitor this protected characteristic in any appropriate way and take steps to address any inequalities or under-representation as we would with any other characteristic.

In posing this question to members over 16 but under 18, whose parents still administer their membership account on their behalf, we have adopted the approach being applied by the Office of National Statistics (ONS) in the 2021 census. Please remember that all equality monitoring questions are entirely voluntary, and you are free to respond by using the 'prefer not to say' option.

6. Why am I being asked if my/my child's gender is the same as registered at birth?

We are aware of a significant number of people who are or want to take part in gymnastics who identify with a gender that is different from the sex they were assigned on birth, many of whom are children. We are committed to supporting all trans people to have a positive experience in the sport and to be able to access gymnastics activities without barriers. As with all the protected characteristics, it is important that we monitor how well we are doing in terms of the number of people from each group accessing the sport. While we understand that this can be a hugely sensitive area, we hope you will feel confident to share this information with our assurance that the data will be confidential and securely stored. To align with the approach being taken by the Office of National Statistics (ONS) who are introducing for the first time, a question on gender identity in the 2021 census, we are now only asking this question to members aged 16 years or over.

7. How often do I need to provide this information?

As your equality profile information is stored on your personal CRM record, you only need to provide it once. However, as some protected characteristics are subject to change, you will be required to confirm annually that this information is up to date. Please note that you can log into CRM at any time to update your equality profile.

Please contact the BG Compliance & Standards Officer or relevant home country Equality Lead if you have any further questions about equality monitoring or how we are promoting equality and diversity across the organisation.