

# **Dynamics Gymnastics Equality and Equity Policy**

## **INTRODUCTION**

Dynamics Gymnastics believes in equality of opportunity and aims to ensure that all its workings are free from discrimination. We endeavour to promote the highest standards and will:

- Expect all persons to respect the rights, dignity and worth of every human being and their right to self-determination.
- Treat all staff, members, volunteers and job applicants fairly regardless of gender, sexual orientation, age, parental or marital status, disability, religion, colour, race, ethnic or national origins, or socio/economic background.
- Be aware of the ways in which we need to develop to provide opportunities for all to participate.
- Ensure that no form of discrimination is tolerated in the organisation.
- Provide a means to report concerns of discrimination.
- Respond appropriately to any concerns raised, implementing disciplinary action as necessary.

## **LEGISLATION**

Dynamics Gymnastics recognises its legal obligations under the following acts:

- Equal Pay Act 1970
- Race Relations Act 1976 (as amended)
- Sex Discrimination Act 1975 (as amended)
- Disability Discrimination Act 1995
- Human Rights Act 1998
- 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

## **DISCRIMINATION, HARASSMENT AND VICTIMISATION**

Dynamics Gymnastics recognises that discrimination can take 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.
- 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.

## **RESPONDING TO CONCERNS OF SUSPECTED DISCRIMINATION**

Dynamics Gymnastics regard discrimination, harassment or victimisation as a serious issue. Any related concerns must be reported to the Class Manager or Head Coach and/or Welfare Officer who will take the following action:

- Accurate records of what happened and any action taken will be maintained and the incident reported beyond Dynamics Gymnastics if deemed necessary.
- In the event that a participant is involved in the incident, sanctions and/or monitoring procedures to prevent a repeat incident will be put in place and communicated with parents/carers.
- In the event that disciplinary action against a staff member is required, the incident will be reported to the Dynamics Gymnastics managers to implement procedures.
- Treat fairly any individual (and/or their family) who raises a concern in good faith.

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