EQUALITY POLICY

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REVIEW PERIOD	REVIEW DATE	SIGNED
Issue Date	August 2020	Melissa Spence – Development Manager
Reviewed	March 2022	Melissa Spence – Development Manager
Reviewed	March 2023	Melissa Spence – Development Manager
Review	March 2025	Becca Armstrong – Operations and Admin Coordinator

Sections:

1. Policy Objectives
2. Purpose Of The Policy
3. Responsibilities Of South Durham Gymnastics
4. Responsibilities Of The Individual
5. Legal Requirements
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8. Monitoring And Evaluation

1.0 INTRODUCTION

1.1 South Durham Gymnastics (SDG) and South Durham Gymnastics Club (SDGCC) 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. SDG & SDGC also values diversity and recognises the contributions that people from different background or different experiences can bring to the Club.

1.2 The Equality Policy is based on the following fundamental principles which SDG & SDGC 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 Club.

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 SDG & SDGC Complaints 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, SDG & SDGC 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. SDG & SDGC supports the need for positive action to alleviate any barriers to participation.

2.3 Equality is about respecting peoples' individuality. In doing this, SDG & SDGC recognises 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.

3.0 RESPONSIBILITIES OF SOUTH DURHAM GYMNASTICS

3.1 SDG & SDGC 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 at the Club.
3.1.3 Adopt good practice in recruitment, training and supervision of all employees and volunteers, and provide good practice guidance to all such people involved in the Club.
3.1.4 Respond to all concerns and implement the appropriate disciplinary and appeals procedure.

3.2 SDG & SDGC will work to ensure that inequality is avoided:
3.2.1 When selecting, recruiting and training individuals.

3.2.2 In the monitoring of practices, procedures and data relating to the operations and activities of the Club.
3.2.3 In the preparation and distribution of materials and social media content.
3.2.4 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.

4.0 RESPONSIBILITIES OF THE INDIVIDUAL

4.1 Everyone associated with SDG & SDGC is required to assist in ensuring that the Club meets its commitment and avoids unlawful discrimination.

4.2 Individuals can be held personally liable as well as, or instead of, the Club, for any act of unlawful discrimination. Individuals who commit serious acts of victimisation or harassment may be guilty of a criminal offence.

5.0 LEGAL REQUIREMENTS

5.1 SDG & SDGC 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 the Club.

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 SDG & SDGC will seek advice each time this Policy is reviewed to ensure it continues to reflect the current legal framework and good practice.

5.4 SDG & SDGC 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 SDG & SDGC 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 SDG & SDGC recognises it has a duty, and is committed to making reasonable adjustments for disabled people.

5.8 SDG & SDGCs 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 SDG & SDGC, 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.

6.0 IMPLEMENTATION PROCEDURES

6.1 SDG & SDGC aims to promote equality and diversity across our sport and mainstreaming equality and diversity principles in everything we do.

7.0 SOUTH DURHAM GYMNASTICS' COMMITMENT TO ACTION

7.1 SDG & SDGC is fully committed to continuing to promote equality and diversity throughout the Club.

7.2 SDG & SDGC will 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 SDG & SDGC will ensure any complaints or concerns under the Equality Policy are addressed.

8.0 MONITORING AND EVALUATION

8.1 The SDG & SDGC Equality Policy will be regularly monitored, and a full policy review will take place biennially. 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.

Suggested Review Date: After significant changes, or biennially

Reviewed By:	Melissa Spence
Date:	3/3/2022
Comments:	No policy / legislation updates Amended Policy Review – to move to biennially, as opposed to annually
Next Suggested Review Date:	March 2024

Reviewed By:	Melissa Spence
Date:	29/03/2023
Comments:	No changes
Next Suggested Review Date:	March 20205

Reviewed By:	Becca Armstrong
Date:	27/03/2025
Comments:	No changes
Next Suggested Review Date:	March 2027

Reviewed By:	
Date:	
Comments:	
Next Suggested Review Date:	