



Policy Statement

Flair Gymnastics Club endorses the principle of sports equality and will strive to ensure that everyone who wishes to be involved in gymnastics, whether as gymnasts, coaches, officials, volunteers, committee members or trustees:

- Has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, ethnic origin, socioeconomic status or sexual orientation.
- Can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to enjoy their participation within gymnastics without the threat of intimidation, victimisation, harassment or abuse.

Legal Obligations

Flair Gymnastics Club is committed to avoid and eliminate unfair discrimination of any kind in gymnastics, and will under no circumstances condone unlawful discriminatory practices. We as an organisation will take a zero tolerance approach to harassment or prejudice. Examples of the relevant legislation and behaviours in question are given in the Appendix.

Positive Action

The principle of sports equality goes further than simply complying with legislation. It entails taking positive steps to counteract the effects of physical or cultural barriers - whether real or perceived - that restrict the opportunity for all sections of the community to participate equally and fully.

Flair Gymnastics Club will therefore seek to institute, support or contribute to appropriate measures or initiatives that enable access to gymnastics and participation in associated activities by people from any group that is under-represented in the sport or has difficulty accessing it.

Implementation

The following steps will be taken to publicise this policy and promote sports equality within gymnastics:

- This document will be published and accessible at all times on our website.
- The Chairperson of our trustees will take overall responsibility for ensuring that the policy is observed and implemented within the club.

- The Board of Trustees and club management team will take full account of the policy in arriving at all decisions in relation to activities of Flair Gymnastics Club.
- Flair Gymnastics Club will collaborate fully with any research, surveys or other initiatives designed to assess the level of participation of different sections of the community in gymnastics and will take account of the findings in developing measures to promote and enhance sports equality in gymnastics.
- We will provide access to training for all staff and club representatives to raise awareness of both collective and individual responsibilities.
- We will comply with all Scottish Gymnastics guidance and directives in relation to equality & diversity, and adopt and update our own policies in line with the governing body.
- The club will take steps to ensure that all its members behave in accordance with the policy including, where appropriate, taking disciplinary action under the Club's constitution.
- Flair Gymnastics Club will ensure that access to membership is open and inclusive to all.

Responsibility, Monitoring, and Evaluation

The Management Team will be responsible for ensuring the implementation of this policy and will review all activities and initiatives against the aims of the policy on a regular basis.

The Trustees, or where appropriate the Safeguarding Officer, will review any measures or initiatives that Scottish Gymnastics may institute or take part in to promote and enhance sports equality in gymnastics, and will share within the club's annual report.

The Board will review this policy at intervals of no more than three years, or when necessary due to a change in legislation.

Complaints and Compliance

Flair Gymnastics Club regards all of the forms of discriminatory behaviour as unacceptable, and is committed to ensuring that all individuals feel able to raise any grievance or complaint related to such behaviour without fear of being penalised for doing so.

Appropriate disciplinary action will be taken against any employee, member or volunteer who violates this Equality & Diversity Policy. Any person who believes that they have been treated in a way that they consider to be in breach of this policy by the club, an individual member or employee of Flair Gymnastics Club, should first raise their complaint with that person or a member of the Management Team.

If this does not resolve the matter, or in the case of allegations of discriminatory behaviour against Flair Gymnastics Club itself, the person may raise the matter directly to the Board of Trustees by e-mail to trustees@flairgymnasticsclub.co.uk.

If this is not satisfactorily responded to, or you wish to raise the complaint further, please contact the Head of Operations at Scottish Gymnastics [via their complaint procedure](#).

APPENDIX – Relevant Legislation and Forms of Unacceptable Discrimination

Discrimination has been legally defined through a series of legislative acts, including the Race Relations Act, the Sex Discrimination Act, the Disability Discrimination Act and the Equality Act 2006.

In April 2010, the Equality Act 2010 received Royal Assent. The Equality Act 2010 is a new law which harmonises where possible, and in some cases extends, protection from discrimination. It applies throughout the UK and came into force in October 2010.

Discrimination refers to unfavourable treatment on the basis of particular characteristics, which are known as the ‘protected characteristics’. Under the Equality Act 2010, the protected characteristics are defined as age, disability, gender reassignment, marital or civil partnership status, pregnancy and maternity, race, religion or belief, sex (gender) and sexual orientation.

Under the Equality Act 2010, individuals are protected from discrimination ‘on grounds of’ a protected characteristic. This means that individuals will be protected if they have a characteristic, are assumed to have it, associate with someone who has it or with someone who is assumed to have it.

Forms of discrimination and discriminatory behaviour include the following:

- **Direct Discrimination**
Direct discrimination can be described as less favourable treatment on the grounds of one of the protected characteristics.
- **Indirect Discrimination**
Indirect discrimination occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons.
- **Discrimination Arising from Disability**
When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only relates to disability.
- **Harassment**
Harassment is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person’s dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person.
- **Victimisation**
It is unlawful to treat a person less favourably because he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so. To do so would constitute victimisation.
- **Bullying**
Bullying is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual.