Jersey
Gymnastics
Club

British Gymnastics Equality Policy

Document Control

Version	Status	Approval Date	Approved By (Role)	Next Review Date
V3	Live	17/03/2026	Board	2027

Change History

Version	Author	Summary of Changes	Date
1.0	Live Policy		
2.0	Live Policy approved by Board	Terminology changes, updating job titles and committee names and functions, in the introduction a change of wording from 'participant' to 'everyone involved', changing 'affiliated' to 'registered' in 3.1.3.	15/03/2017
3.0	Live Policy approved by Board	Amended statement, 5.8 to provide more inclusive wording. British Gymnastics' is committed to proactively identifying and implementing reasonable adjustments to ensure people living with disabilities can access, participate and equitably benefit from gymnastics and services provided. This may include, adapting, altering physical procedural or environmental barriers that may limit or restrict inclusion. Updated descriptions of unlawful discriminations	17/03/2026

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Introduction

1.1 British Gymnastics 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. British Gymnastics also values diversity and recognises the contributions that people from different background or different experiences can bring to the organisation.

1.2 The Equality Policy is based on the following fundamental principles which British Gymnastics aims to uphold:

1.2.1 All people 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:

- age;
- disability;
- gender reassignment;
- marriage or civil partnership status;
- pregnancy and maternity;
- race (including colour, nationality and ethnic or national origin);
- religion or belief;
- sex; or
- sexual orientation

Equally, the Company will not treat any employee, worker or job applicant less favourably because:

- they work part-time or on a fixed-term basis;
- of their socio-economic background;
- they have caring responsibilities

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 organisation.

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 BG Complaints & Disciplinary 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.

Purpose

2.1 The Equality Policy has been designed to ensure that no job applicant, 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 (amended 2024) (EqA))

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, 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 positive action to alleviate any barriers to participation.

2.3 Equality is about respecting peoples' individuality. In doing this, British Gymnastics recognises that its Policy must provide flexibility in order to ensure a service, which is adaptive to individual needs, thus enabling all in our society to participate without prejudice or unnecessary barriers.

2.4 All employees of British Gymnastics should refer to the Staff Equality Policy

Responsibilities of British Gymnastics

3.1 British Gymnastics 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.

3.1.3 Adopt good practice including in relation to recruitment, training, supervision of volunteers, and to support and empower our clubs to have good practice and understand their responsibilities with regards to the Equality Act.

3.1.4 Work in partnership with the Home Country affiliated organisations and registered clubs to implement the policy across the UK and review progress.

3.1.5 Respond to all concerns and implement the appropriate disciplinary and appeals procedure.

3.2 British Gymnastics will work to ensure that inequality is avoided:

3.2.1 When selecting, recruiting and training individuals.
3.2.2 In the structure and content of all syllabi, examinations, regulations and assessment procedures.
3.2.3 In the monitoring of practices, procedures and data relating to the operations and activities of the association and its affiliated bodies.

3.2.4 In the preparation and distribution of all materials and publications.

3.2.5 By consideration of, and potential appropriate adaptations to, conventional rules, regulations and practices which may create barriers for those living with disabilities or those with a protected characteristic(s)

Responsibilities of the individual

4.1 Everyone associated with British Gymnastics is required to assist in ensuring that the Organisation meets its commitment and avoids unlawful discrimination. Further support can be sought by contacting inclusion@british-gymnastics.org.

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

Legal Requirements

5.1 British Gymnastics 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 British Gymnastics.

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 British Gymnastics will seek advice each time this Policy is reviewed to ensure it continues to reflect the current legal framework and good practice

5.4 British Gymnastics 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*. — this is treating someone less favourably (or, in the case of pregnancy and maternity, unfavourably) because of a protected characteristic. An example of this would be paying someone less because of their sex or because they belong to a particular racial group. 'Because of' is very wide and will cover behaviour that takes place, for example because of sexual orientation, even if the person is not in fact gay, and even if the perpetrator knows that they are not gay. It also includes less favourable treatment because someone is associated with another person who has a protected characteristic. Such treatment is unlawful unless, in relation to age only, it can be objectively justified, i.e. the employer can show that it is a proportionate means of achieving a legitimate aim;

5.5.2 *Indirect Discrimination*: this is treating a group of people in the same way, but in a way which adversely affects those with a protected characteristic. An example of this would be telling all volunteers that they have to work late at night— although applied to everyone, it will adversely affect those volunteers with

childcare responsibilities and these tend to be women. Such treatment is unlawful unless it can be objectively justified;

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* this is unfavourable treatment of the disabled person because of something arising in consequence of their disability. Such treatment is unlawful unless it can be objectively justified;

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*: this is unwanted conduct, related to a protected characteristic, which has the purpose or effect of creating an intimidating, hostile, degrading, humiliating or offensive environment for someone or violating their dignity. Harassment may also be of a sexual nature. It may also occur where someone harasses the victim, the victim either rejects or submits to the harassment and, because of that rejection or submission, that person then treats the victim less favourably.

5.5.8 *Victimisation*: – subjecting someone to detriment because they have done, are suspected of doing, or intend to do, an act which is protected under discrimination and harassment laws. These are outlined below. It is not necessary for the person to have done the protected act in order for detrimental treatment to be considered as victimisation.

The protected acts are making a claim or complaint under the Equality Act 2010 (EqA) (e.g. for discrimination or harassment); helping someone else to make a claim by giving evidence or information in connection with proceedings under the EqA; making an allegation that someone has breached the EqA; or doing anything else in connection with the EqA.

5.6 British Gymnastics 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 British Gymnastics recognises it has a duty, and is committed to making reasonable adjustments for people living with a disability .

In the case of disability only, the duty to make reasonable adjustments—this duty

comprises three requirements, each of which arises where a disabled person at a substantial disadvantage in relation to a 'relevant matter':

- the first is a requirement, where a provision, criterion or practice puts a disabled person at a substantial disadvantage in relation to a relevant matter in comparison with persons who are not disabled, to take such steps as it is reasonable to have to take to avoid the disadvantage;
- the second is a requirement, where a physical feature puts a disabled person at a substantial disadvantage in relation to a relevant matter in comparison with persons who are not disabled, to take such steps as it is reasonable to have to take to avoid the disadvantage; and
- the third is a requirement, where a disabled person would, but for the provision of an auxiliary aid, be put at a substantial disadvantage in relation to a relevant matter in comparison with persons who are not disabled, to take such steps as it is reasonable to have to take to provide the auxiliary aid

5.8 British Gymnastics is committed to proactively identifying and implementing reasonable adjustments to ensure people living with disabilities can access, participate and equitably benefit from gymnastics and services provided. This may include, adapting, altering physical procedural or environmental barriers that may limit or restrict inclusion.

Implementation Procedures

6.1 British Gymnastics aims to promote equality and diversity across our sport and mainstreaming equality and diversity principles in everything we do. The British Gymnastics Diversity Inclusion Action Plan, sets out the actions that British Gymnastics will take towards making the sport more accessible, reducing barriers to participation and addressing under representation.

6.2 In working towards mainstreaming equality we will:

6.2.1 Ensure inclusion is embedded as part of our culture and is visible in the British Gymnastics strategy;

6.2.2 Develop our evidence base to provide a clear rationale for our aims and objectives and against which to measure the impact against our agreed priorities;

6.2.3 Ensure functions, key policies and procedures in all areas of activity that include a visible equality dimension are screened and undergo a full impact assessment where appropriate;

6.2.4 Implement a range of strategies to increase awareness and gain support and commitment at all levels of the organisation to promote equality, diversity, inclusion and anti-discrimination across our sport and mainstream equality principles both as an employer and as a provider of services.

6.3 British Gymnastics has worked to embed inclusion into its Leap without Limits strategy and published its Diversity Inclusion Action Plan as part of the Code for Sports Governance. This is to ensure equality actions are an integral part of British Gymnastics' continuous improvement process.

British Gymnastics' Commitment to Action

7.1 British Gymnastics is fully committed to continuing to promote equality and diversity across our sport and achieving the Advanced level of the UK Equality Standard for Sport.

7.2 British Gymnastics is committed to ensure that the Equality Policy is widely available to all members and volunteers via the website and other forms of media.

7.3 British Gymnastics will ensure any complaints or concerns under the Equality Policy are addressed and in the case of serious policy breaches, formal action will be taken in line with the British Gymnastics Complaints and Disciplinary procedures.

Monitoring and Evaluation

8.1 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:

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