



Equality and Diversity Policy

In line with the Equality Act 2010, Witham Hill Gymnastics is committed to the principles of equal opportunity for all and we aim to ensure that anyone involved in gymnastics can do so in a discrimination-free environment.

The club encourages individuals from all communities to become involved at all levels of participation including coaching, officiating and management. All members, volunteers, staff 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.

Witham Hill Gymnastics Club will ensure that all members, staff and volunteers recognise and adhere to the following principles, adapted from British Gymnastics Safeguarding Policy:

- All persons must respect the rights, dignity and worth of every human being and their right to self-determination.
- All staff, members, volunteers and job applicants will be treated regardless of sex, gender reassignment, sexual orientation, age, marital status, parental status, pregnancy, disability, religion or belief, color, race or nationality, ethnicity or socio-economic background
- Equality must permeate throughout strategic and development plans
- All participants should be afforded equal opportunity to access services.

Any individual who believes that they have received unfavourable treatment can raise a concern by contacting the head coach or welfare officers. Formal complaints can be made in writing, in line with the club's complaint procedure.

No individual who raises a concern in good faith, or supports another person to raise a concern, will be treated unfairly as a result of raising the concern.

British Gymnastics Safeguarding Policies:

[file \(british-gymnastics.org\)](https://www.british-gymnastics.org)