

Bedwas Gymnastics Club

## **Equality and Diversity Policy**



Bedwas  
Gymnastics  
Club

September 2014



## Policy Review Record

The Company Policy for Equality and Diversity was first issued in this format:

Revision No.	Date	Details
<b>1</b>	<b>September 2014</b>	<b>New Bespoke Policy repaired</b>



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**1. Equal Opportunities**

Bedwas Gymnastics Club CIC is a community amateur sports club affiliated to British Gymnastics offering gymnastic classes for all ages and abilities.

The aim of the club is to provide a safe, effective and friendly environment in which the members can participate. In order to achieve this aim, we positively acknowledge the importance of recognising equality and diversity in our society, and as such we oppose all forms of unlawful and unfair discrimination.

We acknowledge and aim to uphold the principles set out in the British Gymnastics Equality Policy.

We aim to ensure that no one with any connection to our Organisation is discriminated against; this includes Members, Directors, Employees, Volunteers, Contractors, and other persons with whom we may work or serve. We will also seek to ensure that other partnership organisations uphold and share our principles.

Bedwas Gymnastics Club CIC will take such steps as are reasonable and practicable to ensure that its opportunities for employment, services and other associated activities are equally accessible to all. To that end we intend to uphold and, wherever possible, exceed the guidance provided by anti-discrimination and related legislation, in particular complying with the terms for good practice as set out in The Equality Act 2010.

The Board of Directors will take the lead in implementing this policy, and associated action plans; and will give their full support to identifying and changing practices which deny or limit fair and equal treatment.

All staff, volunteers, contractors and members associated with Bedwas Gymnastics Club CIC have a duty to comply with this policy. Any breach will be regarded as serious, and could lead to dismissal/ceasing involvement in accordance with the appropriate procedures.

A full copy of the British Gymnastics Equality Policy is freely available to all persons upon request.

Signed by..... (on behalf of Bedwas Gymnastics Club CIC)

Date: 19/09/14

## 2. Our aim

**2.1** In carrying out its functions Bedwas gymnastics Club CIC is committed to promoting equality of opportunity for all, and to ensuring that no individual is discriminated against in the planning and delivery of any of our activities.

**2.2** We therefore aim to ensure that the values of equality, diversity, and respect for all are embedded into everything that we do.

## 3. About our policy

**3.1** This policy is intended to demonstrate Bedwas Gymnastic Club's commitment to eliminating discrimination and encouraging and valuing diversity among directors, staff, volunteers, partners, suppliers and users of our services.

**3.2** We recognise our responsibilities under the Equality Act 2010, and are committed to meeting them in full. We believe that a culture that embraces equality and values diversity will help us to ensure that everyone feels involved and included in our plans, programmes and activities.

**3.3** We aim to create an environment which respects and welcomes everyone, and in which no form of bullying, harassment, disrespectful or discriminatory behaviour is tolerated by anyone towards anyone. This particularly applies in relation to the 'protected characteristics' named in the Equality Act 2010: Age, disability, gender reassignment, income, marriage or civil partnership status, pregnancy and maternity, race, religion or belief, sex and sexual orientation, (see below for explanations).

1 If the organisation delivers services for public authorities they should be aware of the requirements of the Public Sector Equality Duty and be guided by its three 'aims'.

## 4. Our responsibilities

**4.1** Bedwas Gymnastics Club understands that for equality to be achieved this policy needs to be made understandable to, and embraced by staff, volunteers, suppliers, partners and user.

**4.2** The policy is fully supported and welcomed by all employees and has been agreed by our Board of Directors.

**4.3** All directors, staff, volunteers, suppliers and partners have a responsibility to ensure that their own language and actions are consistent with the spirit as well as the contents of this policy.

**4.4** Overall responsibility for the implementation of this policy lies with Bedwas Gymnastic Club's directors. The head coach/lead coaches will ensure that they and their staff operate within this policy and arrangements and that all reasonable and practical steps are taken to avoid discrimination. Directors will ensure that:

- \* all staff are aware of the policy and the arrangements and the reasons for the policy:
- \* grievances concerning discrimination are dealt with properly, fairly and as quickly as possible:
- \* proper records are maintained.

**4.5** Responsibility for ensuring that there is no unlawful discrimination rests with all staff and the attitudes of staff are crucial to the successful operation of fair employment practices. In particular all members of staff should:

- \* comply with the policy and arrangements;
- \* not discriminate in their day to day activities or induce others to do so;
- \* not victimise, harass or intimidate other staff or groups who have, or are perceived to have one of the protected characteristics.
- \* ensure no individual is discriminated against or harassed because of their association with another individual who has a protected characteristic.



\* inform their manager if they become aware of any discriminatory practice.

## 5. Our commitments

**5.1** Bedwas Gymnastics Club recognises that an Equality and Diversity Policy alone is not enough to ensure that equality and diversity are central to everything that we do.

**5.2** We will seek to create an environment in which diversity and the contributions of all directors, staff, volunteers, suppliers and partners are recognised and valued in all that we do. In this way we hope to provide an example of good equality practice and promote community cohesion within Bedwas Gymnastics Club.

**5.3** In introducing this policy we recognise that many people are unfamiliar with the ways in which discrimination and disadvantage affect people's health, well-being and quality of life. We will therefore support people to develop equalities awareness and understanding.

**5.4** To ensure that we are meeting the aims and the spirit of this policy we will:

- a) Discuss and review how well we are implementing this policy, and (adjust our practices/develop an action plan) where necessary
- b) assess any significant new or revised policies and procedures for their impact on equality
- c) Embed equality and diversity into our development plans
- d) Ensure our employment practices and procedures are consistent with the aims of this policy.

## 6. Third Parties

Third party harassment occurs where an employee is harassed and the harassment is related to a protected characteristic by third parties such as clients or customers. Bedwas Gymnastics Club will not tolerate such



actions against its staff and the employee/volunteer should inform their lead coach/head coach at once that this has occurred. Bedwas Gymnastics Club will fully investigate and take reasonable steps to ensure such harassment does not happen again.

## **7. Rights of disabled people.**

Bedwas Gymnastics Club attaches particular importance to the needs of disabled people.

Directors are required to:

- \* make reasonable adjustment to maintain the services of an employee who becomes disabled, for example, training, provision of special equipment, reduced working hours.
- \* include disabled people in training/development programmes.
- \* give full and proper consideration to disabled people who apply for jobs, having regard to making reasonable adjustments for their particular aptitudes and abilities to allow them to be able to do the job.

## **8. Working with contractors, suppliers and partners**

It is important to us that suppliers, contractors and any other individual or organisation working on behalf of Bedwas Gymnastics Club are aware of and agree to comply with our equality and diversity policy while that work is underway. In addition we are committed to:

- \* using accessible venues for events and meetings;
- \* using plain English, and offering accessible communications, for example, emails, letters, reports and publicity materials as far as it is within our means to do so.



## 9. Review and Action

**9.1** We recognise that it is important for us to regularly review this policy to ensure that it reflects up to date equality legislation and best practice.

**9.2** A review of our Equality and Diversity Policy will be carried out on a yearly basis as a minimum and any necessary actions taken.

(Note 14pt sans fonts, such as Tahoma, and right justified margins are the easiest for people with visual impairments. Tinted paper is helpful for people with dyslexia)

## Equality Act 2010 – Explanation of the Protected Characteristics

**Age:** An age group includes people of the same age and people of a particular range of ages. Where people fall in the same age group they share the protected characteristic of age. An age group would include “over fifties” or twenty-one year olds. A person aged twentyone does not share the same characteristic of age with “people in their forties”. However, a person aged twenty-one and people in their forties can share the characteristic of being in the “under fifty” age range.

**Disability:** A person has a disability if they have a physical or mental impairment, and the impairment as a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. This section replaces similar provisions in the Disability Discrimination Act 1995 and provisions in secondary legislation made under that Act.

**Gender reassignment:** A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person’s sex by changing physiological or other attributes of sex.

**Marriage and civil partnership:** A person has the protected characteristic of marriage and civil partnership if the person is married or is a civil partner.

\* A person who is engaged to be married is not married and therefore does not have this protected characteristic.

\* A divorcee or a person whose civil partnership has been dissolved is not married or in a civil partnership and therefore does not have this protected characteristic.

### **Race: Race is defined as**

a. **Colour:** includes being black or white.

b. **Nationality:** includes being a British, Australian or Swiss citizen.

c. **Ethnic or national origins:** include being from a Roma background or of Chinese heritage. A racial group could be “black Britons” which would encompass those people who are both black and who are British citizens. This section replaces similar provisions in the Race Relations Act 1976. However, the power to add caste to the definition of race is a new provision.

**Religion or belief: Religion means any religion and a reference to religion includes a reference to a lack of religion.**

\* **A religion** must have a clear structure and belief system. Denominations or sects within a religion can be considered to be a religion or belief, such as Protestants and Catholics within Christianity.

\* **A belief** means any religious or philosophical belief and a reference to belief includes a reference to a lack of belief. A "philosophical belief" must

- o Be genuinely held;
- o Be a belief and not an opinion or viewpoint based on the present state of information available;
- o Be a weighty and substantial aspect of human life and behaviour;
- o Attain a certain level of cogency, seriousness, cohesion and importance;
- o Be worthy of respect in a democratic society, compatible with human dignity and not conflict with the fundamental rights of others.

Any cult involved in illegal activities is not covered. Beliefs such as humanism and atheism would be covered. This section replaces similar provisions in the Employment Equality (Religion or Belief) Regulations 2003 and the Equality Act 2006.

**Sex:**

**a.** a reference to a person who has a particular protected characteristic is a reference to a man or to a woman;

**b.** a reference to persons who share a protected characteristic is a reference to persons of the same sex.

**Sexual orientation: is a person's sexual orientation towards:**

\* people of the same sex as him or her (in other words the person is a gay man or a lesbian)

\* people of the opposite sex from him or her (the person is heterosexual)

\* people of both sexes (the person is bisexual). The definition is designed to replicate the effect of similar provisions in the Employment Equality (Sexual Orientation) Regulations 2003 and the Equality Act 2006.

Source: Equality Act 2010 and Explanatory Notes to the Equality Act 2010