



Thanet Gymnastics Club – Equality, Diversity and Inclusion Policy

1. Purpose

The purpose of this policy is to set out Thanet Gymnastics Club's ("the Club") commitment to promoting equality, diversity and inclusion in all its activities. The Club values and respects the diversity of its members, staff, volunteers, and the wider community.

2. Policy Statement

The Club is committed to ensuring that all individuals are treated fairly, with dignity and respect, and are provided with equal opportunities to participate in gymnastics regardless of:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race (including ethnic origin, nationality, or colour)
- Religion or belief
- Sex
- Sexual orientation
- Socio-economic background

Discrimination, harassment, bullying, or victimisation will not be tolerated

under any circumstances.

3. Aims

- To create an inclusive and welcoming environment for everyone.
- To eliminate unfair discrimination.
- To promote equality of opportunity within the Club.
- To foster a culture where diversity is recognised, valued and celebrated.

4. Scope

This policy applies to:

- All members
- Coaches and staff
- Volunteers
- Parents and guardians
- Visitors and contractors

5. Responsibilities

- The Committee is responsible for implementing and monitoring this policy.
- All coaches, volunteers and members are expected to adhere to the principles of this policy.
- Any breaches of this policy will be dealt with promptly and may result in disciplinary action.

6. Implementation

- The Club will ensure that all relevant individuals are aware of this policy.
- Equality and diversity principles will be embedded in recruitment, membership processes, coaching practices, and events.
- Reasonable adjustments will be made to accommodate the needs of individuals with disabilities.

7. Reporting and Complaints

- Any individual who feels they have been subject to discrimination, harassment or unfair treatment should report it to the Welfare Officer or a member of the Committee.
- Complaints will be handled sensitively and in line with the Club's Complaints Policy.

8. Monitoring and Review

- This policy will be reviewed annually by the Committee to ensure it remains effective and up to date.
- The Club will monitor participation and membership data to assess how effectively it promotes diversity and inclusion.