



AC GYMNASTICS

EQUALITY, DIVERSITY & INCLUSION POLICY

AC Gymnastics is committed to providing a welcoming, inclusive and positive environment where everyone is treated fairly, with dignity and respect.

We believe that gymnastics should be accessible and enjoyable for all, and that every gymnast should feel valued, supported and included.



OUR COMMITMENT

AC Gymnastics will:

- ★ Provide a welcoming and inclusive environment for all gymnasts, families, coaches, helpers and volunteers.
- ★ Treat everyone fairly, respectfully and with dignity.
- ★ Promote equality of opportunity within our classes and activities.
- ★ Challenge discrimination, bullying, harassment and inappropriate behaviour.
- ★ Encourage positive relationships and respect for others.
- ★ Make reasonable adjustments where appropriate to support participation.
- ★ Consider the individual needs, abilities and circumstances of each gymnast.
- ★ Regularly review our practices to help ensure they remain fair and inclusive.



EQUAL OPPORTUNITIES

AC Gymnastics is committed to ensuring that nobody is unfairly discriminated against because of a protected characteristic, including:

- ★ Age.
- ★ Disability.
- ★ Gender reassignment.
- ★ Marriage or civil partnership.
- ★ Pregnancy or maternity.
- ★ Race, including colour, nationality and ethnic or national origin.
- ★ Religion or belief.
- ★ Sex.
- ★ Sexual orientation.

Decisions relating to participation, opportunities and progression will be made fairly and appropriately.



SUPPORTING EVERY GYMNAST

We recognise that every gymnast is different and may have different abilities, experiences and support needs.

Where reasonably possible, AC Gymnastics will:

- ★ Adapt activities and coaching approaches to meet individual needs.
- ★ Consider reasonable adjustments for disabled gymnasts and those with additional needs.
- ★ Work with parents and carers to understand how best to support their child.
- ★ Encourage gymnasts to participate at an appropriate level for their ability and experience.
- ★ Provide opportunities for gymnasts to develop their skills, confidence and enjoyment.
- ★ Recognise individual achievement and progress.



COACHES & HELPERS

All coaches and helpers are expected to:

- ★ Treat every gymnast fairly and respectfully.
- ★ Use positive and inclusive language.
- ★ Provide encouragement and appropriate support.
- ★ Avoid assumptions or stereotypes about an individual's abilities or background.
- ★ Consider individual needs when planning and delivering activities.
- ★ Challenge discriminatory or inappropriate language and behaviour.
- ★ Report concerns about discrimination, bullying or harassment to the Lead Coach.
- ★ Act as positive role models for the children and young people attending AC Gymnastics.



GYMNAST RESPONSIBILITIES

Gymnasts are encouraged to:

- ★ Treat other gymnasts, coaches and helpers with kindness and respect.
- ★ Include and support others.
- ★ Respect individual differences.
- ★ Use appropriate and respectful language.
- ★ Never bully, intimidate or deliberately exclude another person.
- ★ Tell a coach or helper if they feel uncomfortable, excluded or unfairly treated.
- ★ Help create a positive environment where everyone can enjoy gymnastics.



PARENTS & CARERS

Parents and carers are asked to:

- ★ Support AC Gymnastics in promoting an inclusive and respectful environment.
- ★ Treat gymnasts, families, coaches and helpers with respect.
- ★ Encourage their child to show kindness and respect towards others.
- ★ Inform the Lead Coach of any additional needs or reasonable adjustments that may help their child participate.
- ★ Raise any concerns about equality, discrimination or inclusion with the Lead Coach.



BULLYING, HARASSMENT & DISCRIMINATION

AC Gymnastics will not tolerate bullying, harassment, victimisation or discrimination.

Any concerns will be taken seriously and addressed appropriately. Where behaviour is considered inappropriate, AC Gymnastics may speak with the individuals involved and their parents or carers and take appropriate action to protect the wellbeing of everyone attending the club.

Serious or repeated inappropriate behaviour may result in participation being restricted or membership being ended.



RAISING A CONCERN

Anyone who believes that they or somebody else has been unfairly treated, discriminated against, bullied, harassed or excluded is encouraged to raise the matter.

Concerns should be reported to:

- ★ **Lead Coach: Anita Chilton**
- ★ **Email: anita@acgymnastics.co.uk**

All concerns will be listened to and handled sensitively and appropriately.



REVIEWING THIS POLICY

This policy will be reviewed regularly and updated when necessary to help ensure that AC Gymnastics continues to provide a welcoming, fair and inclusive environment for everyone.

★ **Lead Coach: Anita Chilton, Qualified Gymnastics Teacher** ★

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