

## NWG Equality Policy

This policy applies to all memberships, courses and sessions booked with Nile Wilson Gymnastics and forms part of our Terms and Conditions.

### 1. Policy Statement

Nile Wilson Gymnastics is fully committed to ensuring that equality, diversity and inclusion are at the heart of everything we do. We believe that gymnastics should be accessible, enjoyable and safe for everyone, regardless of age, disability, gender reassignment, marriage or civil partnership status, pregnancy or maternity, race, religion or belief, sex, sexual orientation, socio-economic background, or any other personal characteristic.

We aim to create an environment where all participants, staff, volunteers, parents and spectators are treated with dignity and respect, and where discriminatory practices, harassment or bullying are not tolerated.

This policy aligns with the principles of equality promoted by British Gymnastics and relevant UK legislation, including the Equality Act 2010.

### 2. Scope

This policy applies to:

- All gymnasts and participants
- Coaches, staff and volunteers
- Parents, carers and guardians
- Officials, visitors and spectators
- Anyone involved in or attending activities organised by Nile Wilson Gymnastics

### 3. Responsibilities

- The club has overall responsibility for ensuring that this Equality Policy is implemented, monitored, and reviewed.
- All staff, coaches, volunteers, gymnasts, parents, and carers are expected to comply with this policy and uphold its principles at all times.
- Coaches and staff have a responsibility to challenge inappropriate behaviour and to act promptly where equality concerns arise.

#### **4. Discrimination, Harassment & Victimisation**

- Discrimination, harassment, bullying, or victimisation in any form will not be tolerated.
- This includes direct or indirect discrimination, harassment related to a protected characteristic, or treating an individual less favourably because they have raised or supported an equality-related concern.
- Any behaviour that undermines dignity, respect, or inclusion is considered a breach of this policy.

#### **5. Inclusion & Reasonable Adjustments**

- We are committed to making reasonable adjustments where possible to support individuals with disabilities or additional needs to participate fully in gymnastics activities.
- Participation decisions will be based on individual ability, safety considerations, and appropriate risk assessment rather than assumptions or stereotypes.
- Where necessary, we will work with parents, carers, and relevant professionals to support safe and inclusive participation.

#### **6. Selection, Progression & Training**

- Selection for squads, teams, competitions, and progression pathways will be based on fair, transparent, and objective criteria.
- All gymnasts will be treated equally and assessed on their ability, commitment, and development in line with programme expectations.
- Equality considerations will be embedded into coaching practice, programme design, and staff training.

#### **7. Complaints & Reporting**

- Any individual who believes they have experienced or witnessed discrimination, harassment, or unfair treatment is encouraged to report this in line with the club's complaints procedures.
- All complaints will be taken seriously, handled sensitively, and investigated promptly and fairly.
- No individual will be treated less favourably for raising a genuine concern under this policy.

## **8. Breach of Policy**

- Any breach of this Equality Policy may result in action, which may include warnings, suspension, or termination of membership, or involvement with the club, in line with our Booking Terms & Conditions, and Membership Rules.

## **9. Monitoring & Review**

- This policy will be reviewed regularly to ensure it remains effective, legally compliant, and aligned with British Gymnastics guidance and best practice.
- Updates may be made to reflect changes in legislation, safeguarding requirements, or organisational structure.