

## **NWG Inclusion Policy**

This Inclusion Policy outlines our commitment to creating a welcoming, accessible, and supportive environment where all individuals feel valued and able to participate in gymnastics. This policy aligns with British Gymnastics guidance and should be read in conjunction with our other club policies.

### **1. Policy Statement**

- We are committed to promoting inclusion and ensuring that gymnastics is accessible to as many individuals as reasonably possible.
- We recognise and respect the diverse backgrounds, abilities, and needs of our members.
- Every gymnast has the right to participate in an environment that is safe, respectful, and free from discrimination.

### **2. Our Commitment to Inclusion**

We aim to:

- create an environment where everyone feels welcome and respected;
- remove barriers to participation wherever reasonably practicable;
- make reasonable adjustments to support individuals with disabilities or additional needs;
- promote positive attitudes, understanding, and respect among members, staff, and families.

### **3. Access & Participation**

- Participation decisions are made based on individual ability, safety considerations, and the suitability of the activity.
- Where a gymnast has additional needs, we will work collaboratively with parents/carers to understand how best to support safe participation.
- Adjustments may include modifications to activities, communication approaches, or session structure, subject to safety and operational considerations.

#### **4. Communication & Partnership**

- Open and honest communication between the club and families is essential to supporting inclusion.
- Parents and carers are encouraged to share relevant information that may help us provide appropriate support.
- We will treat all shared information sensitively and in line with our Privacy Notice.

#### **5. Respectful Environment**

- All members, staff, parents, carers, and visitors are expected to contribute to a respectful and inclusive environment.
- Behaviour that undermines inclusion or dignity is not consistent with our values.

#### **6. Training & Awareness**

- We are committed to ensuring coaches and staff have appropriate awareness and understanding of inclusive practice.
- Inclusion considerations are embedded within session planning and delivery wherever possible.

#### **7. Monitoring & Review**

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