

## **NWG Anti-Discrimination & Diversity Guidelines**

These Anti-Discrimination & Diversity Guidelines outline our commitment to promoting fairness, respect, and diversity across all areas of our club. These guidelines align with British Gymnastics guidance and should be read in conjunction with our other club policies.

### **1. Our Commitment**

- We are committed to providing an environment that values diversity and promotes equality of opportunity.
- We will not tolerate discrimination, harassment, or exclusion based on age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation, or any other protected characteristic.
- Every individual has the right to be treated with dignity and respect.

### **2. Promoting Diversity**

We recognise that diversity strengthens our club and enriches the experience of all members. We aim to:

- encourage participation from individuals of different backgrounds, communities, and experiences;
- create a culture where differences are respected and celebrated;
- ensure our practices are inclusive and reflective of the communities we serve.

### **3. Zero Tolerance of Discrimination**

- Discriminatory behaviour, language, or attitudes are not consistent with our values.
- This includes direct or indirect discrimination, stereotyping, exclusion, or offensive comments.
- Concerns relating to discriminatory behaviour should be raised with club management so they can be addressed appropriately.

### **4. Inclusive Practice**

- Decisions relating to participation, progression, and opportunities are based on fair and objective criteria.

- We will consider reasonable adjustments where appropriate to support access and inclusion.
- Coaches and staff are expected to model inclusive behaviour and challenge inappropriate conduct where necessary.

## **5. Respectful Communication**

- All members, parents, carers, staff, volunteers, and visitors are expected to communicate respectfully both in person and online.
- Cultural sensitivity and awareness are encouraged in all interactions connected with the club.

## **6. Ongoing Commitment**

- We are committed to reviewing our practices regularly to ensure they remain inclusive and aligned with current guidance and legislation.
- We will continue to develop awareness and understanding of diversity and inclusion across the club.

## **7. Monitoring & Review**

- These guidelines will be reviewed periodically to ensure they remain effective and aligned with British Gymnastics guidance and best practice.
- Updates may be made to reflect changes in legislation, safeguarding guidance, or organisational requirements.