



Equality Policy

Faverdale, Faverdale Industrial Estate, Darlington, DL3 0PP

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Introduction

Darlington Gymnastics Club strongly believes that the principles of equality should ensure that anyone wishing to be involved in gymnastics should be able to do so in a discrimination free environment.

This policy is based upon BG Equality Policy and strives to uphold the following principles:

- Everyone must respect the rights, dignity and worth of every other individual
- All staff, members, volunteers, job applicants are entitled to be treated fairly, regardless of sex, gender reassignment, sexual orientation, age, marriage or civil partnership, parental status, disability, religion or belief, colour, race, nationality or ethnicity and socio-economic background. (Protected Characteristics under the Equality Act 2010)
- Equality must be considered in all strategic and development plans
- Everyone should be offered equal opportunities to access services (positive action may be appropriate to ensure under-represented groups are able to access services)

This Policy has been produced to try to ensure that everyone is treated fairly and to avoid practices that could discriminate directly or indirectly, knowingly or in ignorance, towards some sections of society.

Darlington Gymnastics Club will:

- Implement this policy to protect individuals from discrimination
- Encourage individuals from all communities to be involved at any level of the club
- Adopt good practice in the recruitment, training and supervision of all employees and volunteers
- Respond to all concerns, and implement any appropriate actions

It should be noted that individuals can be held personally liable as well as, or instead of, the Club, for any act of unlawful discrimination, and may be guilty of a criminal offence.

DGC recognises its legal obligations under, and will abide by the requirements

of, the Equality Act 2010, and any later amendments to the legislation. Discrimination, Harassment, Bullying and Victimisation can take many forms (listed below) DGC recognises all as unacceptable and will take the necessary and appropriate action if necessary.

- Direct Discrimination – treating someone less favourably because of a ‘Protected Characteristic’
- Indirect Discrimination – an action, rule or policy that applies to all but disadvantages (deliberately or not) an individual with a Protected Characteristic
- Associative Discrimination – discrimination against someone because they associate with another with a Protected Characteristic
- Discrimination by perception – discrimination against someone because they are thought to possess a Protected Characteristic
- Discrimination arising from disability
- Bullying: Offensive, intimidating, malicious or insulting behaviour, and / or an abuse or misuse of power that is meant to undermine, humiliate or injure
- Harassment: unwanted or offensive conduct directed towards another
- Victimisation: treating a group or individuals in a detrimental way because they have made or intend to make a complaint or provide evidence in support of another complainant

Action

- Any individual who believes they have received unfavourable treatment should raise their concerns via the DGC Complaints Policy. If this is not appropriate, or if the individual feels uncomfortable following this path they may complain directly to British Gymnastics Integrity Team.

Telephone: 0345 1297129

Email: integrity@british-gymnastics.org

- No individual who raises a concern (in good faith), or an individual who supports another person, shall be treated unfairly as a result of raising the concern.

Date: February 2019

Reviewed: February 2021

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