



## Equality and Inclusion Policy

**Shetland Gymnastics Club** endorses the principle of sports equality and is committed to ensuring that everyone who wishes to be involved in gymnastics, whether as gymnasts, coaches, volunteers, office-bearers, technical committee members, or employees, has a genuine and equal opportunity to participate to the full extent of their ambitions and abilities. This is regardless of age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, ethnic origin, socioeconomic status, or sexual orientation.

The club also ensures that all individuals are able to participate in an environment where their rights, dignity, and individual worth are respected, and where they can enjoy gymnastics without intimidation, victimisation, harassment, or abuse.

### 1. Legal Obligations

Shetland Gymnastics Club complies with all relevant equality, safeguarding, and data protection legislation in the United Kingdom. This includes, but is not limited to, the Equality Act 2010, the Data Protection Act 2018 and UK GDPR, the Children (Scotland) Act 1995, the Standards for Child Wellbeing and Protection in Sport, and the Scottish Government National Guidance for Child Protection in Scotland.

The club also aligns its practice with the safeguarding and equality standards of **Scottish Gymnastics** and any relevant governing body requirements. Where external facility rules apply, the club will always seek the most inclusive option possible while maintaining safety and dignity for all participants.

The club operates a zero-tolerance approach to discrimination, harassment, and victimisation in any form.

### 2. Purpose, Commitment and Positive Action

The purpose of this policy is to ensure that Shetland Gymnastics Club provides a safe, welcoming, and inclusive environment where everyone can participate, learn, and develop in gymnastics. The club is committed to eliminating discrimination and promoting fairness, respect, and equal opportunity across all activities.

Equality in the club goes beyond legal compliance. The club will take positive action where possible to reduce barriers to participation and support under-represented groups to access gymnastics. This may include adapting practices, improving accessibility, and encouraging inclusive opportunities across all levels of the sport.

### 3. Inclusive Participation and Access

Shetland Gymnastics Club welcomes participants of all backgrounds and abilities and is committed to making reasonable adjustments to support full inclusion in club activities.

This includes disability inclusion, where the club will work with individuals and families to identify adjustments that enable safe participation. Coaches will be supported to adopt inclusive coaching practices and appropriate risk assessments.

Gender inclusion is respected in line with safeguarding and legal requirements, including the use of affirmed names and pronouns. Participation is based on safety, ability, and appropriate group placement, and where competitions are sex-categorised, the club will follow governing body rules while prioritising wellbeing and dignity.

The club also recognises cultural and religious needs and will take reasonable steps to accommodate practices such as dress requirements, fasting, or scheduling considerations where possible.

Financial inclusion is supported by maintaining transparent fees and, where possible, offering flexible payment options or access to second-hand equipment to reduce barriers to participation.

Selection for squads, competitions, and opportunities is based on clear and consistent criteria such as skill level, readiness, commitment, and safety.

### 4. Respect, Behaviour and Environment

All individuals involved in the club are expected to treat others with respect at all times, including verbal, physical, and digital communication. The club does not tolerate bullying, harassment, exclusion, discrimination, or hate-related behaviour in any form.

Coaches and leaders are expected to promote inclusive language, challenge inappropriate behaviour, and actively contribute to a positive and supportive club culture.

The club also recognises the importance of dignity and privacy. Facilities will be used respectfully, and private changing arrangements will be provided where possible. Dress codes and kit requirements will prioritise safety while respecting cultural, religious, and personal needs where compatible with gymnastics requirements.

All personal and sensitive information is treated confidentially and handled in line with data protection legislation.

### 5. Implementation

This policy will be made available to all members and published appropriately by the club. The Club Chair holds overall responsibility for ensuring the policy is implemented effectively.

The committee and leadership team will ensure equality and inclusion are considered in all decision-making. The club will engage with relevant surveys or initiatives where appropriate and use feedback to improve inclusion and access.

All members, coaches, athletes, parents, guardians, volunteers, and visitors are expected to act in accordance with this policy in all club environments, including training sessions, competitions, events, and digital communication. Membership of the club requires acceptance of and commitment to this policy.

## 6. Complaints Procedure and Resolution

Shetland Gymnastics Club is committed to ensuring that concerns and complaints are handled fairly, transparently, and respectfully.

Where appropriate, individuals are encouraged to raise concerns informally with a coach, volunteer, or committee member, as many issues can be resolved quickly through discussion. Concerns relating to safeguarding, welfare, or serious misconduct should be raised directly with the Club Welfare Officer or Club Chair.

If a matter cannot be resolved informally, a formal complaint may be submitted in writing to the Club Chair or nominated representative. All complaints will be acknowledged, investigated fairly and objectively, and handled sensitively and confidentially where appropriate.

Outcomes may include written responses, informal resolution, guidance, warnings, or disciplinary action. Where necessary, matters may be referred to Scottish Gymnastics or relevant external agencies.

Any complaint involving safeguarding will be managed in line with the Safeguarding and Child Protection Policy and may be escalated immediately to statutory authorities. Safeguarding will always take priority over internal processes.

If a complainant is not satisfied, they may request a review by the Club Committee. If still unresolved, they may escalate the matter through Scottish Gymnastics procedures.

## 7. Responsibility, Monitoring and Review

The Club Committee are responsible for ensuring the implementation and ongoing effectiveness of this policy. The Club Manager and Welfare Officer will review equality and inclusion practices regularly and consider feedback where appropriate.

This policy will be reviewed at least every three years, or sooner if required due to changes in legislation or governing body guidance.

**Last Updated:** May 2026