

ROTHWELL GYMNASTICS

EQUITY POLICY

Rothwell Gymnastics is committed to encouraging equality, diversity and inclusion among our membership, and eliminating unlawful discrimination.

Rothwell Gymnastics encourages individuals from all communities to become involved in all levels of participation, coaching, officiating and management and that they feel respected and able to give their best.

The club will ensure that all coaches, judges, staff members, committee members and club members adhere to the following equity principles:

- All persons must respect the rights, dignity and worth of every human being
- All individuals must be treated fairly and equally regardless of age, gender reassignment, race (including colour, nationality and ethnic or national origin), sex or sexuality, disability, religion, belief, pregnancy and maternity or economic status.
- Equity must permeate throughout strategic, development and session delivery plans
- An equal professional service will be provided for all participants we will oppose all forms of unlawful discrimination including pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working and selection for promotion, training or any other development opportunities.

The commitment to this policy will include training of all club members about their rights and responsibilities.

The equity policy will be enforced through the discipline procedures that are also in place to enforce the Rothwell Gymnastics codes of conduct.

The club will monitor how this policy is working in practice. We will review the policy annually and consider taking action to amend the policy to address and prevent any issues arising.