

# City of Edinburgh Gymnastics Club

## EQUITY POLICY

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The Club agrees to adhere to the policy of Equality and Diversity as adopted by Scottish Gymnastics and ensure that equality and diversity is fully incorporated across all aspects of our development and delivery.

Equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.

In understanding the principles behind equity, City of Edinburgh Gymnastics Club is committed to following the following principles highlighted by British and Scottish Gymnastics:

- All persons must respect the rights, dignity and worth of every human being and their right to self-determination.
- All members, volunteers and job applicants are entitled to be treated fairly regardless of gender, sexual orientation, age, parental or marital status, disability, religion, colour, race, ethnic or national origins, or socio/economic background.
- Equity must permeate throughout strategic and development plans.
- All participants should be afforded equal opportunity to access to services.
- In some cases, positive action may be required to address past inequalities or under-representation.
- It is everyone's responsibility to ensure that no form of discrimination is tolerated in the club.
- Any individual who believes they have received unfavourable treatment within the scope of the policy should raise the concern with the committee in line with the grievance procedure.
- No individual (and/or their family) who raises a concern in good faith should be treated unfairly as a result of raising the concern.

Here is how we will do this:

- Respects the rights, dignity and worth of all individuals and will treat everyone equally within the context of the sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.
- We will be committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.
- Ensures that its club members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.
- Will deal with any occurrence of discriminatory behaviour seriously, in accordance with our disciplinary procedures highlighted in the handbook.