

SALTO Gymnastics Charitable Foundation

Equality, Diversity and Inclusion Policy



1. Policy Statement

SALTO Gymnastics Club is committed to providing a welcoming, fair and inclusive environment for everyone.

We follow the principles set out by British Gymnastics in their Equality, Diversity and Inclusion framework, which emphasises that gymnastics should be open and accessible to all regardless of background, protected characteristic or personal circumstances.

We believe that every person involved in the club; gymnasts, parents, staff, volunteers, officials and visitors deserves to be treated with dignity, respect and fairness, and to have equal opportunities to participate, develop and succeed.

2. Our Commitment

- In line with British Gymnastics' Equality Policy, SALTO Gymnastics Club is committed to:
- Treating everyone with dignity and respect.
- Ensuring the environment is free from discrimination, harassment and victimisation.
- Providing equal access to participation, training, coaching and events.
- Recognising, valuing and celebrating diversity within our club community.
- Taking positive action where necessary to reduce barriers to participation and support under-represented groups, consistent with BG's approach.

Ensuring that no individual is treated less favourably on the basis of a protected characteristic, including:

- Age
- Disability
- Sex
- Gender reassignment
- Race / ethnicity / nationality
- Religion or belief
- Sexual orientation
- Pregnancy or maternity
- Marriage or civil partnership

3. Scope of the Policy

This policy applies to:

- All gymnasts
- Parents/carers
- Coaches and volunteers
- Club officials and Trustees
- Visitors and participants at events
- Job applicants, staff and contractors

SALTO Gymnastics Charitable Foundation

Equality, Diversity and Inclusion Policy



It covers all areas of club activity, including:

- Coaching, training and classes
- Competitions and events
- Employment and volunteer recruitment
- Club membership
- Decisions regarding progression, selection or squad assignment
- Access to facilities and services

4. Responsibilities

4.1 SALTO Gymnastics Club Will:

- Promote equality throughout all club operations.
- Ensure staff and volunteers are aware of their responsibilities.
- Provide training opportunities wherever possible to increase inclusivity and understanding.
- Take all concerns or complaints regarding discrimination seriously, fairly and confidentially.
- Challenge and address discriminatory behaviour or language immediately.
- Monitor participation and feedback to identify barriers and improve accessibility.
- Work in line with British Gymnastics guidance and best practice.

4.2 Staff, Coaches and Volunteers Must:

- Uphold the principles of this policy at all times.
- Treat everyone fairly and respectfully.
- Avoid behaviour that could be seen as discriminatory, intimidating or exclusionary.
- Support gymnasts to feel safe, included and valued.
- Report any concerns to the Welfare Officer or Management.

4.3 Club Members & Parents Must:

- Treat others with respect.
- Avoid discriminatory language or actions.
- Support the club in creating a welcoming, inclusive environment.

5. Inclusive Practice

SALTO Gymnastics Club strives to ensure that:

- Activities are adaptable and accessible wherever possible.
- Reasonable adjustments are made for gymnasts with disabilities or additional needs.
- Coaches consider individual abilities, backgrounds and learning styles.
- Everyone has equal opportunity to access training, enjoyment and development.
- Trans and gender-diverse participants are supported in accordance with current British Gymnastics guidance and policy.

SALTO Gymnastics Charitable Foundation

Equality, Diversity and Inclusion Policy



6. Reporting Concerns

Any individual who believes they have experienced discrimination, unfair treatment or exclusion can raise their concern through:

- The Club Welfare Officer
- A member of the Management Team
- The Club's Complaints Procedure
- British Gymnastics' reporting routes for discrimination concerns

SALTO will ensure that:

- All concerns are taken seriously
- No individual is treated unfairly for raising a concern (protection from victimisation)
- Incidents are investigated fairly, confidentially and in line with BG and club procedures

7. Monitoring & Review

SALTO Gymnastics Club will:

- Review this policy following any significant legislative or BG policy changes.
- Monitor the effectiveness of this policy by reviewing feedback, complaints, participation data and club practices.
- Make improvements where needed to create the most inclusive environment possible.