

EQUITY AND EQUALITY POLICY

Harefield Gymnastics Academy is committed to exemplary standards of conduct through the principles of equality and equity and good moral and ethical frameworks. The club recognises its legal obligations under, and will abide by the requirements of, the Equality Act 2010 and any later amendments to such legislation or subsequent, equality related legislation that may be relevant to Harefield Gymnastics Academy. The club will encourage individuals from all communities to become involved at all levels of participation, coaching officiating and management.

The club will ensure that all members and staff adhere to the following principles:

1. All persons must respect the rights, dignity and worth of every individual
2. All individuals must be treated fairly and equally regardless of gender, age, ethnic origin, religion or political persuasion or disability
3. Harefield Gymnastics Academy recognises that discrimination, harassment, bullying and victimisation is unacceptable
4. Equity must be reflected in all strategic and development plans
5. All participants will be afforded equal opportunity to services
6. An equal professional service will be provided for all participants and discrimination through race, gender or disability will not be tolerated
7. It is everyone's responsibility to ensure that no form of discrimination is tolerated at Harefield Gymnastics Academy
8. Anyone who believes they have received unfavourable treatment within the scope of this policy should raise the concern in line with the clubs Complaints and Grievance Procedure