



EQUALITY POLICY

Version 1.0



Version History

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Objectives

IGA is committed to the principles of equality of opportunity, ensuring that anyone involved in or wishing to join gymnastics can do so in an environment free from discrimination. IGA values diversity and appreciates the unique contributions that individuals from various backgrounds and experiences bring to the organisation.

The Equality Policy is founded on the following essential principles that IGA strives to uphold:

- Everyone must respect the rights, dignity, and worth of every individual and their right to self-determination.
- All staff, members, volunteers, and job applicants deserve fair treatment regardless of sex, gender reassignment, sexual orientation, age, marital or civil partnership status, parental status, pregnancy and maternity, disability, religion or belief, colour, race including nationality or ethnicity, and socio-economic background.
- Equality should be integrated into all strategic and development plans.
- All participants should have equal opportunities to access services.
- Positive action may be necessary in some cases to address past inequalities or under-representation.
- It is everyone's responsibility to ensure that no form of discrimination is tolerated within our organisation.
- Anyone who believes they have been treated unfairly within the scope of this policy should raise their concern according to the IGA Complaints & Disciplinary Procedure.



Equality is about respecting each individual's uniqueness. To support this principle, IGA recognizes that its policy must be flexible to adapt to individuals' needs. This flexibility ensures that everyone in our society can participate without prejudice or unnecessary barriers.

IGA's Responsibility

iGA is committed to fostering a discrimination-free environment within our sport. We aim to uphold the highest standards by:

- Implementing a comprehensive policy to safeguard participants from discrimination.
- Encouraging individuals from all communities to engage at every level of participation, coaching, officiating, and management.
- Ensuring best practices in the recruitment, training, and supervision of all employees and volunteers, and providing guidance to our registered clubs and organisations.
- Addressing all concerns promptly and applying appropriate disciplinary and appeals procedures.

IGA strives to prevent inequality by:

- Fairly selecting, recruiting, and training individuals.
- Ensuring equality in the structure and content of all syllabi, examinations, regulations, and assessment procedures.
- Monitoring practices, procedures, and data related to the association's operations and activities.



- Producing and distributing materials and publications that promote equality.
- Adapting rules and regulations where necessary to accommodate candidates with special needs or disabilities, provided it does not compromise the standards, quality, and integrity of the regulations.

Individuals Responsibility

Individuals affiliated with IGA are expected to contribute to upholding the organization's commitment to preventing unlawful discrimination. It is important to note that individuals may be personally accountable for any unlawful discriminatory acts. Serious acts of victimization or harassment may also constitute criminal offenses, for which individuals can be held liable alongside or in place of the organization.

Legal Requirements

IGA acknowledges its legal obligations under the Equality Act 2010 and commits to complying with its requirements and any subsequent equality legislation relevant to the organization. The Equality Policy prohibits direct or indirect discrimination in recruitment, employment, or service provision based on protected characteristics such as age, disability, sex, gender reassignment, pregnancy, maternity, race, sexual orientation, religion or belief, or marital status.

The organization condemns discrimination, harassment, bullying, and victimisation in any form. This includes direct discrimination, indirect discrimination, associative discrimination, discrimination by perception, discrimination arising from disability, bullying, harassment, and victimisation.



Acts of discrimination, bullying, harassment, or victimisation are taken seriously by IGA. Any staff or members found to have engaged in such behavior will be subject to disciplinary action. Moreover, IGA recognises its duty to make reasonable adjustments for disabled individuals, including the removal or adaptation of physical features that pose barriers to accessing services. As a service provider, the organisation commits to proactively addressing barriers to ensure accessibility for disabled individuals.

Implementation of Procedures

IGA is committed to fostering equality and diversity throughout our sport, integrating these principles into every aspect of our operations. The IGA Equality & Diversity Plan outlines our initiatives aimed at enhancing accessibility, reducing disparities, and addressing under-representation within gymnastics.

In our pursuit of mainstreaming equality, we will:

- Ensure that equality becomes intrinsic to our organisational culture and is prominently featured in the IGA strategy.
- Develop a robust evidence base to substantiate our objectives and measure their impact against our established priorities.
- Screen functions, key policies, and procedures across all activities to assess their equality impact comprehensively where applicable.
- Deploy a variety of strategies to raise awareness and secure commitment at all levels of the organisation, promoting equality and diversity both as an employer and as a service provider.



- Before the gymnastics activity begins, the gymnast or parent/carer must inform the club or coach if the gymnast is experiencing pain, injury, or illness that they believe or have been advised will affect their participation. Clubs and coaches are required to follow the steps outlined below:

IGA's Commitment to Change

IGA remains steadfast in its commitment to advancing equality and diversity throughout our sport, striving to achieve the Advanced level of the UK Equality Standard for Sport.

To support this commitment:

- IGA will allocate resources for the effective implementation of the Equality & Diversity Plan.
- The Equality Policy will be widely accessible and communicated to all staff, members, and volunteers through the website and various media channels.
- IGA will diligently address any complaints or concerns raised under the Equality Policy. In cases of serious breaches, formal action will be taken in.

IGA's Commitment to Change

The IGA Equality Policy undergoes regular monitoring and will undergo a comprehensive review every three years. Additionally, the policy may be reviewed under the following circumstances:

- In response to legislative changes.
- Due to governance alterations within the sport.
- Following a procedural assessment prompted by a significant case.