



DKN GymnastiX

Club Equality Policy

January 2025

About us

DKN GymnastiX is a rhythmic gymnastics club. We provide the opportunity for our members to participate in our activities, which include recreational classes, training, camps, competitions, squads and other similar gymnastics activities.

We register with British Gymnastics Governing Body who governs the sport, provides insurance for clubs and individual members and offers competitions and events. It is a condition of British Gymnastics club registration that all our club members also register as individual members of British Gymnastics.

Introduction

The purpose of DKN GymnastiX Club Policy is to:

The Equality Policy has been designed to ensure that no job applicant, employee, volunteer, participant or member is unlawfully discriminated against or receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (together these are known as the 'Protected Characteristics' under the Equality Act 2010)

Club Equality Policy

1. The Equality Policy has been designed to ensure that no job applicant, employee, volunteer, participant or member is unlawfully discriminated against or receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (together these are known as the 'Protected Characteristics' under the Equality Act 2010)

2.2 DKN GymnastiX recognises that individuals (and/or certain groups in our society who share one or more Protected Characteristics) may have been denied opportunity to access or participate fully in sport in the past. This Policy has been produced to try to ensure that everyone is treated fairly and avoid practices that could discriminate directly or indirectly towards certain sections of society. In order to achieve equality, DKN GymnastiX recognises that in some instances, unequal



distribution of effort and resources may be required. This may be necessary when sections of society are faced with barriers that prevent or restrict their participation in gymnastics. DKN GymnastiX supports the need for positive action to alleviate any barriers to participation.

2.3 Equality is about respecting peoples' individuality. In doing this, DKN GymnastiX recognises that its Policy must provide flexibility in order to ensure a service, which is adaptive to individuals' needs, thus enabling all in our society to participate without prejudice or unnecessary barriers.

Responsibilities of DKN GymnastiX

- 3.1 DKN GymnastiX strives to ensure that our club is free from discrimination. We endeavour to promote the highest standards and will:
 - 3.1.1 Provide and implement a policy to protect participants from discrimination.
 - 3.1.2 Encourage individuals from all communities to become involved at any level of participation, coaching, officiating and management.
 - 3.1.3 Adopt good practice in recruitment, training and supervision of all employees and volunteers.
 - 3.1.4 Comply with the requirements of the British Gymnastics Equality Policy.
 - 3.1.5 Respond to all concerns, and implement the appropriate remedial procedures where necessary.
- 3.2 DKN GymnastiX will work to ensure that inequality is avoided:
 - 3.2.1 When selecting, recruiting and training individuals.
 - 3.2.2 In the monitoring of practices, procedures and data relating to the operations and activities of the club.
 - 3.2.3 In the preparation and distribution of all materials and publications.
 - 3.2.4 By the relaxation of any conventional rules which serve to inhibit the participation of people with special needs or disabilities. Any relaxation of club rules will only be carried out for the purpose above where it is safe to do so and does not have a detrimental effect on the club's activity.

Responsibilities of club members

- 4.1 Every club member is required to assist in ensuring that the DKN GymnastiX meets its commitment and avoids unlawful discrimination.

Legal Requirements

- 5.1 DKN GymnastiX recognises its legal obligations under, and will abide by the requirements of, the Equality Act 2010, and any later amendments to such legislation.
- 5.2 It is unlawful to discriminate directly or indirectly in recruitment, employment or in the provision of services because of age, disability, sex, gender reassignment, pregnancy, maternity, race (including colour, nationality and ethnic or national



origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership.

5.3 DKN GymnastiX recognises that the following is unacceptable:

“Discrimination, Harassment, Bullying and Victimisation”

5.4 Unlawful discrimination, which can take the following forms:

5.4.1 *Direct Discrimination*: - treating someone less favourably than another person because of a Protected Characteristic.

5.4.2 *Indirect Discrimination*: - an action, rule or policy that applies to everyone but disadvantages someone with a particular Protected Characteristic.

5.4.3 *Associative Discrimination*: – direct discrimination against someone because they associate with another person who possesses a particular Protected Characteristic.

5.4.4 *Discrimination by perception*: – direct discrimination against someone because others think they possess a particular Protected Characteristic.

5.4.5 *Discrimination arising from disability*: – someone is treated unfavourably because of something connected with their disability.

5.4.6 *Bullying*: – offensive, intimidating, malicious or insulting behaviour, and /or an abuse or misuse of power that is meant to undermine, humiliate or injure the person on the receiving end.

5.4.7 *Harassment*: - unwanted or offensive conduct directed at oneself or another person.

5.4.8 *Harassment by a third party*: – the company is potentially liable for harassment of their staff by people not employed by them.

5.4.9 *Victimisation*: - treating a group or individuals in a detrimental way because they have made or intend to make a complaint or provide evidence in support of another complaint.

5.5 DKN GymnastiX regards acts of discrimination, bullying, harassment or victimisation as serious issues. Staff or members who are found to have discriminated against, harassed, bullied or victimised any other person, will be dealt with appropriately.

“Reasonable Adjustments”

5.6 DKN GymnastiX recognises it has a duty, and is committed to making reasonable adjustments for disabled people.

5.7 DKN GymnastiX' duty to make reasonable adjustments includes the removal, adaptation or alteration of physical features, if the physical features make it impossible or unreasonably difficult for disabled people to use services.

5.8 DKN GymnastiX, when acting as a service provider, has an obligation to think ahead and address any barriers that may impede disabled people from accessing its service.

Monitoring and Evaluation

6.1 The DKN GymnastiX Equality Policy will be regularly monitored and will be updated where necessary, in the following situations: -

- 6.1.1 As a result of any changes in legislation
- 6.1.2 As a result of any changes in governance of the sport
- 6.1.3 Following a procedural review as a result of a significant case

