



Meapa Gymnastics Equality and Diversity Policy

The management committee of The Meapa Gymnastic Club is committed to equality and diversity. It is the policy of the organisation to comply with the Equality Act 2010. The Act protects people who have a 'protected characteristic', i.e. – Age, gender, disability, gender reassignment, race [this includes ethnic or national origins, colour and nationality], religion or belief and sexual orientation. This means that everyone has the right to be treated with dignity and equality, and no young person, volunteer, job applicant, employee, or worker receives less favourable treatment. The club is open to all and we will not tolerate attitudes and behaviour that amounts to discrimination on these grounds.

Equality and diversity is about accepting people's differences and creating an environment in which all can thrive and contribute. Meapa Gymnastic Club is committed to ensuring that all feel valued, that the skills and talents of individuals are recognised and fully utilised and that the environment in the organisation is productive and rewarding.

The club is a place where there is respect for difference in culture and experience. The club will take whatever actions are reasonably practicable to ensure the equal access to all who wish to participate in its activities.

All employees and volunteers will be made aware of the contents of this policy as part of the induction process.

The management committee will be active in making sure all of its policies and procedures are fair and no member is disadvantaged when participating in the club activities it provides.

The Meapa Gymnastic Club is also aware of how people can be subject to harassment on a wide variety of grounds and take many forms. Harassment is a physical, verbal or non-verbal action which is unwelcome, unwanted and offensive to the recipient and has the effect of violating their dignity and creating an intimidating, hostile, degrading, humiliating or offensive atmosphere for that person. This can include embarrassing or offensive jokes, unwelcome physical contact or sexual advances, the expression of racist or homophobic views etc, lewd comments and innuendo, sending offensive text messages.

The management committee is responsible for implementing this policy and upholding its principles.

Procedures

In line with the Equality Act 2010, The Meapa Gymnastic Club applies the following definitions in application of this policy:

Direct discrimination

Direct Discrimination occurs when a person is treated less favourably than others in similar circumstances because of a protected characteristic.

Perceptive discrimination

This is direct discrimination against an individual because others think they possess a particular protected characteristic. It applies even if the person does not actually possess that characteristic.

Associative discrimination

This is direct discrimination against someone because they associate with another person who possesses any one or more of the protected characteristics.

Indirect discrimination

Indirect discrimination can happen when there is a condition, rule, policy or even a practice in the club that applies to everyone but particularly disadvantages people who share a protected characteristic. Like direct discrimination, indirect discrimination is unlawful whether it is intentional or not.

Victimisation

Victimisation is when a person is treated badly because they have made or supported a complaint or raised a grievance under the Equality Act; or because they are suspected of doing so. A person is not protected if they have maliciously made or supported an untrue complaint.

Harassment

The law defines harassment as "unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual."



Sexual harassment

This is unwanted behavior which is of a sexual nature, and which has the purpose or effect of violating a person's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for the person. A person should not be treated less favorably because they submit to or reject sexual harassment or harassment related to sex.

The Meapa Gymnastic Club **will make sure that**

- We promote respect for other people and treat everyone fairly
- We inform our staff and volunteers of their responsibilities and opportunities under the Equalities Act 2010. We will make sure that the Meapa Gymnastic Club Equalities Policy is circulated to all staff and volunteers and will provide appropriate training
- Young people and adults are able to meet together in a positive and accepting environment where they are safe from harm, abuse, harassment and intimidation
- Young people and adults recognise and challenge prejudice and discrimination
- Everyone has equal opportunities
- All members and coaches will have equal access to club activities and training opportunities
- The policy is applied when recruiting volunteers and staff
- We monitor what we do to meet any legal requirements
- We take incidents, including those of harassment and bullying, seriously
- Any issues of inequality, harassment or discrimination should be reported to the Head Coach and the Chair of the Management Committee, who will enable the parties involved to give their version of events before considering further action
- The Head Coach will respond quickly and impartially to such issues after consulting with the Chair of the Management Committee

If you have any questions about this policy, please contact us at operations@themeapa.com.

This policy has been adopted by the management of Meapa Gymnastics and Executive Committee.
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