



## Worthing Gymnastics Club

### Equity Policy

#### **Equity Statement**

#### **Worthing Gymnastics Club:-**

- Respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious beliefs, sexuality or social / economic status.
- Is committed to ensuring that equity is incorporated across all aspects of its development.
- Is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.
- Members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.
- Will deal with any incidence of discriminatory behaviour seriously, according to club disciplinary procedures.
- Has adopted the British Gymnastics Equality Policy.

*“Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society whatever their age, ability, gender, race, ethnicity, sexuality or socio/economic status.” – Sport England.*

**Recognising inequalities**

**Access**

**Fairness**

**Taking action**

#### **Dealing with Inequitable behaviour via Code of Conduct**

- Treating others with respect
- Not using racist or sexist language
- Praising effort
- Not bullying or ridiculing other participants
- Acting sensitively with regard to feelings of others

- Avoid Confrontation
- Be a good role model
- Language – sensitive & appropriate
- Point out that just because a member doesn't appear to mind being referred to in an inequitable way, not everyone else will put up with it.  
• Rewards fair play & equitable behaviour
- Deal with persistent offenders.
- Select appropriate time / place to challenge inequitable behaviour.

**Access to all:**

- Open, fair and accessible to all sections of the community.
- Some groups will require more encouragement & support to get involved.
- Some may require specialist equipment and training.

**Fairness:**

- Treat all participants equally, but be aware that some may need more support.
- Different people have different needs and aspirations.

**Equity in Coaching:**

- Don't make assumptions
- Cater for different needs
- Act Appropriately
- Communicate
- Seek Advice