



## Brackley Gymnastics School

### Equality, Diversity & Inclusion Policy

Version	Date	Authorised by	Changes made
V1	16/03/2026	Natalie Baker – Club Director	Launch

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#### Policy Relationship Statement

This policy forms part of the safeguarding and operational framework used by Brackley Gymnastics School.

These policies apply to members, parents, carers, visitors, and other participants involved in Brackley Gymnastics School activities. Where relevant, the policies listed below should be read together to support safeguarding, welfare, and the safe and respectful operation of the club.

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#### Linked Documents

Brackley Gymnastics School – Gymnasts’ Code of Conduct  
Brackley Gymnastics School – Photography & Filming Policy  
Brackley Gymnastics School – Whistleblowing Policy  
Brackley Gymnastics School – Complaints Policy (Members & Visitors)  
Brackley Gymnastics School – Anti-Bullying & Harassment Policy  
Brackley Gymnastics School – Parents, Carers & Guests Code of Conduct  
Brackley Gymnastics School – Child Protection Policy  
Brackley Gymnastics School – Safeguarding Adults at Risk Policy  
Brackley Gymnastics School – Safer Recruitment Policy  
Brackley Gymnastics School – Privacy Notice & Data Protection Statement  
Brackley Gymnastics School – Terms & Conditions

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#### 1. Purpose

Brackley Gymnastics School is committed to providing a welcoming, inclusive, and respectful environment for everyone who takes part in our activities.

This policy outlines the club’s approach to equality, diversity, and inclusion and explains how we work to ensure that all participants are treated fairly and with respect.

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#### 2. Scope

This policy applies to all individuals involved with Brackley Gymnastics School, including:

- Gymnasts
- Parents and carers



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- Staff and volunteers
- Visitors and participants attending BGS activities or events

The policy applies to behaviour and conduct within all Brackley Gymnastics School environments, including training sessions, events, competitions, and online interactions connected to the club.

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### 3. Our Commitment to Equality and Inclusion

At Brackley Gymnastics School (BGS), we believe every individual — regardless of age, ability, background, belief, or identity — should have the opportunity to enjoy gymnastics in a safe and supportive setting.

We promote fairness, dignity, and respect in all aspects of our activities.

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### 4. What Equality, Diversity and Inclusion Mean at BGS

Equality means giving everyone the same opportunity to participate and progress.

Diversity means recognising and valuing individual differences.

Inclusion means removing barriers so that everyone feels welcome, respected, and able to take part.

We will never tolerate discrimination, harassment, or bullying of any kind. Everyone connected to BGS has a role in ensuring our club remains a positive and inclusive environment.

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### 5. Creating a Welcoming Environment

To make gymnastics accessible and enjoyable for all, BGS will:

- Treat every person with kindness and fairness.
- Use inclusive language in all communication and feedback.
- Make reasonable adjustments where safe to do so, ensuring changes remain practical and within available resources.
- Celebrate individual and team achievements equally.
- Listen to feedback from gymnasts, parents, and carers to improve accessibility and inclusion.

Where a gymnast requires additional support due to disability, learning difference, or personal circumstances, we will review available resources and practical options to determine whether participation can be safely and reasonably accommodated without compromising safety or welfare.

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### 6. Fair Participation and Access

BGS ensures that everyone has the opportunity to train, perform, and develop according to their ability and goals.

Selection, participation, and progression decisions are always based on fairness, safety, and the best

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interests of the gymnast.

We are committed to equal access for all and will adapt activities or environments where safe to do so, ensuring adaptations remain reasonable and within available resources.

Where this is not possible, BGS will provide guidance and, where appropriate, signpost to alternative environments or clubs that may be better equipped to meet individual needs.

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#### 7. Reporting Concerns

If you believe you, your child, or another individual has been treated unfairly or excluded, please speak to a coach, a member of the Leadership Team, or our Welfare Officer (Sharni Hughes – [bgs.welfare@gmail.com](mailto:bgs.welfare@gmail.com)).

Concerns can also be raised through our Whistleblowing or Complaints procedures, as appropriate. We encourage open communication and will always listen with respect.

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#### 8. How We Handle Concerns

All reports are taken seriously and handled in line with BGS safeguarding and complaints procedures. We aim to resolve matters quickly, fairly, and sensitively, maintaining confidentiality wherever possible. BGS may refer serious or repeated matters to external authorities where legally or ethically required.

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#### 9. Policy Conclusion

By participating in Brackley Gymnastics School activities, members, parents, carers, visitors, and external providers agree to comply with this policy in full.

Brackley Gymnastics School leadership will monitor compliance with this policy and take appropriate action where behaviour or actions place the safety, privacy, welfare, or respectful operation of the club at risk.

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#### 10. Review

This policy will be reviewed at least annually, or sooner if required by changes in legislation, safeguarding guidance, governing-body standards, or Brackley Gymnastics School operational practice.