

Jumping Beans Equality, Diversity & Inclusion Policy

Our commitment

Jumping Beans is committed to providing a welcoming, inclusive and respectful environment in which children and their families can participate in gymnastics and physical activity without unlawful discrimination.

We value the individuality of every child and recognise that children develop at different rates, have different abilities and may require different levels or types of support to participate successfully.

Everyone involved with Jumping Beans should be treated with dignity, fairness and respect.

Equality and discrimination

Jumping Beans will not unlawfully discriminate against any child, parent/carer, employee, coach, volunteer or job applicant because of a protected characteristic under the Equality Act 2010.

The protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Jumping Beans will not tolerate unlawful discrimination, harassment, bullying or victimisation.

Inclusive participation

We aim to give children equal opportunity to access and enjoy our activities wherever it is reasonably possible and safe to do so.

We recognise that treating everyone fairly does not necessarily mean treating everyone in exactly the same way.

Children may require different approaches, adaptations or additional support depending upon their age, stage of development, ability, disability or individual needs.

Where a child has a disability or additional need, Jumping Beans will work with their parent/carer to understand the child's needs and consider reasonable adjustments that may enable them to participate safely and meaningfully.

Any adjustments must take account of the child's individual needs, the nature of the activity, available staffing and equipment, and the safety and welfare of the child and other participants.

Parents and carers

Parents/carers are encouraged to share relevant information that may help us support their child's participation.

Information about a child's individual needs will be treated sensitively and shared only where appropriate with those involved in supporting the child.

We ask all parents/carers to treat other children, families, coaches and staff with dignity and respect.

Staff, coaches and volunteers

Recruitment, training and opportunities within Jumping Beans will be based on relevant skills, experience, qualifications and suitability for the role.

Jumping Beans will not unlawfully discriminate against employees, coaches, volunteers or job applicants.

Everyone working on behalf of Jumping Beans is expected to:

- Treat children, families and colleagues fairly and respectfully.
- Use inclusive and appropriate language.
- Challenge or report discriminatory or inappropriate behaviour.
- Consider individual needs when planning and delivering activities.
- Avoid assumptions about a child or family based on personal characteristics or circumstances.

Raising a concern

Anyone who believes they or their child have experienced discrimination, harassment or unfair treatment at Jumping Beans is encouraged to raise the concern.

Concerns will be taken seriously and managed in accordance with the Jumping Beans Complaints Policy.

No person will be treated unfairly because they have raised a genuine concern or supported somebody else in doing so.

Where a concern relates to the safety or welfare of a child, the Jumping Beans Safeguarding & Child Protection Policy will also apply.

Review

This policy will be reviewed annually and may be reviewed sooner following:

- Changes to relevant legislation or guidance.
- A significant complaint or incident.
- A significant change to Jumping Beans' activities or operating arrangements.

Policy owner: Jumping Beans

Last reviewed: September 2026

Next review: September 2027