



For Healthy Hearts & Happy Minds

Jumping Beans Equality Policy

Introduction

Jumping Beans (JB) subscribes to the principles of equality of opportunity and aims to ensure that anyone involved or wishing to be involved in gymnastics is able to do so in a discrimination-free environment. British Gymnastics also values diversity and recognises the contributions that people from different background or different experiences can bring to the organisation.

The Equality Policy is based on the following fundamental principles which JB aims to uphold

- All persons must respect the rights, dignity and worth of every human being and their right to self-determination.
- All staff, members, volunteers and job applicants are entitled to be treated fairly regardless of sex, gender reassignment, sexual orientation, age, marriage and civil partnership, parental or marital status, pregnancy and maternity, disability, religion or belief, colour, race including nationality or ethnicity and socio/economic background.
- Equality must permeate throughout strategic and development plans.
- All participants should be afforded equal opportunity to access services.
- In some cases, positive action may be required to address past inequalities or under-representation.
- It is everyone's responsibility to ensure that no form of discrimination is tolerated in our organisation.
- Any individual who believes they have received unfavourable treatment within the scope of the policy should raise the concern in line with the JB Complaints & Disciplinary Procedure.
- No individual who raises a concern in good faith, or those who support another person to raise a concern should be treated unfairly as a result of raising the concern.

Purpose of the Policy

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)

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, British Gymnastics 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. British Gymnastics supports the need for positive action to alleviate any barriers to participation.



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Equality is about respecting peoples' individuality. In doing this, British Gymnastics recognizes 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.

Monitoring and Evaluation

The British Gymnastics Equality Policy will be regularly monitored and a full policy review will take place tri-annually.

The following situations may also evoke a review of the policy:

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