

EQUALITY POLICY

Excel Gymnastics Academy aims to ensure that anyone participating or wishing to participate in the sport of gymnastics is able to do so in a discrimination-free environment.

This policy will be applied through all areas of the club from participants to coaches, volunteers and employees.

Excel Gymnastics Academy recognises and aims to uphold the following fundamental principles:

- 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 gender, gender reassignment, sexual orientation, age, parental or marital status, disability, religion, colour, race, ethnic or national origins, or socio/economic background.
- Equality must permeate throughout strategic and development plans.
- All participants should be afforded equal opportunity to access services.
- It is everyone's responsibility to ensure that no form of discrimination is tolerated in the club.
- Any individual who believes they have received unfavourable treatment within the scope of the policy should follow the steps outlined in the ***Complaints and Grievance Procedure***.
- No individual (and/or their family) 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.