



Inclusion and Equality Policy

Statement of intent

Pearl Gymnastics takes great care to treat each individual as a person in their own right, with equal rights and responsibilities to any other individual, whether they are an adult or a child. Pearl Gymnastics is committed to providing equality of opportunity and anti-discriminatory practice for all children and families according to their individual needs. Discrimination on the grounds of gender, age, race, religion or belief, marriage or civil partnership, disability, sexual orientation, gender reassignment, pregnancy or maternity, ethnic or national origin, or political belief has no place within our club.

A commitment to implementing our inclusion and equality policy will form part of each employee's job description. Should anyone believe that this policy is not being upheld, it is their duty to report the matter to the attention of the Pearl Gymnastics at the earliest opportunity.

The legal framework for this policy is based on:

- Equality Act 2010
- European Convention on Human Rights
- Children Act 1989
- Children Act 2010
- Care Standards Act 2000
- Childcare Act 2006
- Special Educational Needs and Disability Act 2001

Pearl Gymnastics and staff are committed to:

1. Recruiting, selecting, training and promoting individuals based on occupational skills requirements. In this respect, the club will ensure that no job applicant or employee will receive less favourable treatment on the grounds of age, sex, gender reassignment, disability, marriage or civil partnership, race, religion or belief, sexual orientation and pregnancy or maternity which cannot be justified as being necessary for the safe and effective performance of their work or training.
2. Providing a session place, wherever possible, for children who may have learning difficulties and/or disabilities or are deemed disadvantaged according to their individual circumstances, and Pearl Gymnastics ability to provide the necessary standard of care.
3. Striving to promote equal access to services and projects by taking practical steps, (wherever possible and reasonable) such as ensuring access to people with additional needs and by producing materials in relevant languages and media for all children and their families.
4. Providing a secure environment in which all our children can flourish and all contributions are valued
5. Including and valuing the contribution of all families to our understanding of equality, inclusion and diversity
6. Providing positive non-stereotypical information
7. Continually improving our knowledge and understanding of issues of equality, inclusion and diversity
8. Regularly reviewing Gymnastics practice to ensure the policy is effective and practices are

non-discriminatory

9. Making inclusion a thread, which runs through the entirety of the club, for example, by encouraging positive role models through the use of activities, promoting non-stereotypical images and language and challenging all discriminatory behaviour (see dealing with discriminatory behaviour policy)

Admissions/service provision

Pearl Gymnastics is accessible to all children and families in the local community and further afield through comprehensive and inclusive admissions however British Gymnastics ask for medical screening to be undertaken in some circumstances.

Pearl Gymnastics will strive to ensure that all services and projects are accessible and relevant to all groups and individuals in the community within targeted age groups.

Recruitment

All members of the selection group will be committed to the inclusive practice set out in this policy and will have received appropriate training in this regard.

Application forms will be sent out along with a copy of the equal opportunities monitoring form.

Application forms will not include questions that potentially discriminate against the grounds specified in the statement of intent.

At interview, no questions will be posed which potentially discriminate against the grounds specified in the statement of intent. All candidates will be asked the same questions, and members of the selection group will not introduce nor use any personal knowledge of candidates acquired outside the selection process. Candidates will be given the opportunity to receive feedback on the reasons why they were not successful.

Staff

It is the policy of Pearl Gymnastics not to discriminate in the treatment of individuals. All staff are expected to cooperate with the implementation, monitoring and improvement of this and other policies. All staff are expected to challenge language, actions, behaviours and attitudes which are oppressive or discriminatory on the grounds as specified in this policy. All staff is expected to participate in equality and inclusion training.

Training

Pearl Gymnastics recognises the importance of training as a key factor in the implementation of an effective inclusion and equality policy. Pearl Gymnastics will strive towards the provision of inclusion, equality and diversity training for all staff on a yearly basis.

Empowering our gymnasts

Early learning opportunities offered at Pearl Gymnastics encourage children to develop positive attitudes to people who are different from them. It encourages children to empathise with others and to begin to develop the skills of critical thinking.

We do this by:

- Making children feel valued and good about themselves
- Ensuring that all children have equal access to learning, development and play opportunities
- Reflecting the widest possible range of communities in the choice of resources
- Avoiding stereotypical or derogatory images in the selection of materials
- Acknowledging and celebrating a wide range of religions, beliefs and festivals
- Creating an environment of mutual respect and empathy
- Ensuring that all opportunities offered are inclusive of children with learning difficulties and/or disabilities and children from disadvantaged backgrounds
- Ensuring that children whose first language is not English have full access to all opportunities and are supported in their learning and development
- Helping children to understand that discriminatory behaviour and remarks are unacceptable by offering age appropriate explanations of bullying and negative statements and their impact.