

**COTSWOLD GYMNASTICS CLUB CASC LIMITED**

**EQUALITY POLICY**

| **Approved By** | **Owner** |  |  |
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| The Board | CGCCL Directors |  |  |
| **Version** | **Summary of changes** | **Document status** | **Date** |
| 1.0 | Adopted by CGCCL Directors | Approved | 1.10.23 |
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Cotswold Gymnastics Club CASC Limited is committed to high standards of conduct and best practice through the principles of equality, good moral and ethical frameworks. The Club will encourage individuals from all communities to become involved at all levels of participation, coaching, officiating and management.

Any concerns about welfare inside or outside of the Club should be reported directly to the Club

Welfare Officer.

The Club will aim to uphold that all members and staff adhere to the following equality principles:

• All persons must respect the rights, dignity and worth of every human being and their right to self determination.

• All individuals must be treated fairly and equally regardless of gender, age, ethnic origin, religion or political persuasion or disability.

• Equality must permeate throughout strategic and development plans.

• An equal professional service will be provided for all participants and discrimination through race, gender or disability will not be tolerated.

• Sexual and racial harassment and discrimination will be prohibited. Any equality concerns will be treated with full confidentiality, with information only being passed onto the necessary people required to deal with the concern.

The Club is also committed to Equality Impact Assessments (EIAs) to assess policies and events we have and if these have the potential to affect people differently.

Cotswold Gymnastics Club CASC Limited also follows the equality policy guidelines set by British Gymnastics.