



EQUALITY & DIVERSITY POLICY

Version 1.1



Version History

Version	Summary of amendments/changes	Published Date
Version 1.0	Document Created	March 2024
Version 1.1	Updates: Added - IGA's Commitment to Accessible Physical Spaces, Monitoring and Evaluating Objectives, Stronger Enforcement of Equality Violations, Inclusive Consultation Process.	March 2025

Contact Information

IGA Office	info@igauk.com / 0345 319 7000
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Objectives

The Independent Gymnastics Association (IGA) is committed to ensuring that equality and diversity are central to all its activities, ensuring a fair and inclusive environment for all participants, staff, volunteers, and affiliates involved in gymnastics. This policy sets out IGA's principles, objectives, and practices for promoting equality and diversity within the sport.

The Equality Policy is founded on the following essential principles that IGA strives to uphold:

- Everyone must respect the rights, dignity, and worth of every individual and their right to self-determination.
- All staff, members, volunteers, and job applicants deserve fair treatment regardless of sex, gender reassignment, sexual orientation, age, marital or civil partnership status, parental status, pregnancy and maternity, disability, religion or belief, colour, race including nationality or ethnicity, and socio-economic background.
- All participants, deserve fair treatment regardless of sex, gender reassignment, sexual orientation, age, marital or civil partnership status, parental status, pregnancy and maternity, disability, religion or belief, colour, race including nationality or ethnicity, and socio-economic background.
- Equality should be integrated into all strategic and development plans.
- All participants should have equal opportunities to access services.
- Positive action may be necessary in some cases to address past inequalities or under-representation.
- It is everyone's responsibility to ensure that no form of discrimination is tolerated within our organisation.
- Anyone who believes they have been treated unfairly within the scope of this policy should raise their concern according to the IGA Complaints & Disciplinary Procedure.



Equality is about respecting each individual's uniqueness. To support this principle, IGA recognises that its policy must be flexible to adapt to individuals' needs. This flexibility ensures that everyone in our society can participate without prejudice or unnecessary barriers.

Purpose

This policy outlines IGA's commitment to creating a culture of fairness and respect by promoting equality and diversity in all areas of gymnastics. It aims to provide an inclusive environment free from discrimination and prejudice, ensuring equal opportunities for everyone to participate, develop, and succeed.

IGA's Responsibility

IGA is committed to fostering a discrimination-free environment within our sport. We aim to uphold the highest standards by:

- Implementing a comprehensive policy to safeguard participants from discrimination.
- Encouraging individuals from all communities to engage at every level of participation, coaching, officiating, and management.
- Ensuring best practices in the recruitment, training, and supervision of all employees and volunteers, and providing guidance to our registered clubs and organisations.
- Addressing all concerns promptly and applying appropriate disciplinary and appeals procedures.

IGA strives to prevent inequality by:

- Fairly selecting, recruiting, and training individuals.
- Ensuring equality in the structure and content of all syllabi, examinations, regulations, and assessment procedures.
- Monitoring practices, procedures, and data related to the association's operations and activities.
- Producing and distributing materials and publications that promote equality.
- Adapting rules and regulations where necessary to accommodate candidates with special needs or disabilities, provided it does not compromise the standards, quality, and integrity of the regulations.



Individuals Responsibility

Individuals affiliated with IGA are expected to contribute to upholding the organisation's commitment to preventing unlawful discrimination.

It is important to note that individuals may be personally accountable for any unlawful discriminatory acts. Serious acts of victimisation or harassment may also constitute criminal offences, for which individuals can be held liable alongside or in place of the organisation.

Legal Requirements

IGA acknowledges its legal obligations under the Equality Act 2010, the Public Sector Equality Duty, and any subsequent equality legislation relevant to the organisation. This includes complying with the Equality Act (Specific Duties) Regulations 2011, which require public authorities and bodies to publish equality objectives and the information necessary to demonstrate how they are meeting these objectives.

IGA also commits to meeting reporting requirements regarding the ethnicity and disability pay gap, which have become essential for organisations, including those in the sporting sector. IGA will regularly update this policy to reflect any changes in equality legislation and will ensure that all legal obligations are met in a timely manner.

IGA's Equality Policy prohibits direct or indirect discrimination in recruitment, employment, or service provision based on the protected characteristics set out in the Equality Act 2010: age, disability, sex, gender reassignment, pregnancy, maternity, race, sexual orientation, religion or belief, and marital status. This also includes ensuring compliance with emerging legislation such as the Gender Recognition Act 2004 and its impact on gender identity.

The organisation condemns discrimination, harassment, bullying, and victimisation in any form. This includes direct discrimination, indirect discrimination, associative discrimination, discrimination by perception, discrimination arising from disability, bullying, harassment, and victimisation. Acts of discrimination, bullying, harassment, or victimisation are taken seriously by IGA. Any staff or members found to have engaged in such behaviour will be subject to disciplinary action. Moreover, IGA recognises its duty to make reasonable adjustments for disabled individuals, including the removal or adaptation of physical features that pose barriers to accessing services.



Implementation of Procedures

IGA is committed to fostering equality and diversity throughout our sport, integrating these principles into every aspect of our operations. The IGA Equality & Diversity Plan outlines our initiatives aimed at enhancing accessibility, reducing disparities, and addressing under-representation within gymnastics.

In our pursuit of mainstreaming equality, we will:

- Ensure that equality becomes intrinsic to our organisational culture and is prominently featured in the IGA strategy.
- Develop a robust evidence base to substantiate our objectives and measure their impact against our established priorities.
- Screen functions, key policies, and procedures across all activities to assess their equality impact comprehensively where applicable.
- Deploy a variety of strategies to raise awareness and secure commitment at all levels of the organisation, promoting equality and diversity both as an employer and as a service provider.

IGA's Commitment to Change

IGA is committed to ensuring that all individuals have an equal opportunity to participate in gymnastics. As part of this commitment, IGA will:

- Ensure equality and diversity principles are integrated into all IGA strategy, development, and operational plans.
- Support neurodiverse participants, including individuals with autism spectrum disorders, ADHD, and other neurodevelopmental conditions, by providing tailored support and adjustments to ensure their full participation in all gymnastics activities.
- Implement positive action to address under-representation of specific groups in participation, coaching, officiating, and management roles.
- Regularly review and adapt the policy in response to feedback from members, participants, and external stakeholders, to ensure continuous improvement of equality practices.



IGA's Commitment to Change

IGA commits to ensuring that all gymnastics venues, training spaces, and events are fully accessible to individuals with physical and sensory impairments. This includes the provision of reasonable adjustments to support participation by disabled individuals, such as:

- Adapted equipment (e.g., specialized mats, wheelchair-accessible gymnastic apparatus).
- Accessible communication formats (e.g., British Sign Language interpreters, captioning for events, audio descriptions).
- Physical adaptations to venues where necessary, including ramps, accessible toilets, and sufficient space for wheelchair users.

IGA will work closely with venue operators to ensure that all events meet the necessary accessibility standards. In cases where physical barriers cannot be removed immediately, temporary measures will be implemented to ensure accessibility.

IGA's Commitment to Accessible Physical Spaces

IGA commits to ensuring that all gymnastics venues, training spaces, and events are fully accessible to individuals with physical and sensory impairments. This includes the provision of reasonable adjustments to support participation by disabled individuals,

IGA will work closely with venue operators to ensure that all events meet the necessary accessibility standards. In cases where physical barriers cannot be removed immediately, temporary measures will be implemented to ensure accessibility.

Stronger Enforcement of Equality Violations

IGA will apply a zero-tolerance policy toward discrimination, harassment, and victimisation. All reported breaches of the Equality Policy will be taken seriously, investigated promptly, and dealt with through a clear, transparent disciplinary process. This includes:



- Immediate investigation into complaints of discrimination, harassment, or victimisation.
- Clear, fair processes for handling complaints and ensuring due process for all parties involved.
- Appropriate disciplinary action, which may include suspension or expulsion from membership for those found guilty of serious breaches.

Serious breaches of this policy will be escalated to the CMT for resolution.

Inclusive Consultation Processes

IGA will actively seek feedback from its members, participants to ensure the continuous improvement of equality and diversity practices across all levels of gymnastics. These consultation processes will be used to:

- Assess the experiences of participants and staff regarding equality and inclusion.
- Identify any barriers to participation.
- Review the effectiveness of existing policies and practices.
- Ensure that any emerging issues are addressed promptly.

Feedback collected will be used to inform future revisions of the Equality and Diversity Policy and to guide the development of new initiatives.

Reviewing the Policy

The IGA Equality Policy will undergo regular monitoring and will be reviewed comprehensively every three years. Additionally, the policy may be reviewed under the following circumstances:

- In response to legislative changes.
- Due to governance alterations within the sport.
- Following a procedural assessment prompted by a significant case.