

Equity Policy

A policy for **everyone** to follow to create a safe and fair club.



Invoke Gymnastics Club is committed to provide a safe environment for gymnasts, parents and coaches.

- All individuals have the right to be treated with dignity and respect at the club. The club regards any form of victimisation, bullying or harassment (whether verbal or physical) as completely unacceptable.
- All individuals at Invoke Gymnastics Club are treated equally, regardless of gender, age, race, sexuality, ethnic origin, religion, political persuasion or disability.
- Every person has a personal responsibility to treat people fairly without prejudice, to value and respect others, to ensure no-one is harassed victimised or bullied in the club, to promote a working environment where everyone feels confident to report incidents that are unfair or personally offensive and to seek to develop their own skills and encourage others.
- We are fully committed to safeguarding and promoting the well being of all our members. The club believes it is important that everyone associated with the club should, at all times, show respect and understanding for the safety and welfare of others. Therefore parents, coaches and gymnasts are encouraged to be open at all times, and share concerns or complaints that they may have about any aspect of the club, coaches, managers or welfare officers.
- Any complaints, grievances or concerns with regard to child welfare should be directed through our club welfare officers. Their details are located in each toilet and the club notice bard. All matters are dealt with promptly and confidentially where possible.
- The welfare officer team will look into the complaint, in accordance with the NSPCC, LADO and British Gymnastics Child Protection policy and make a note of the outcome.

1. The welfare officer may report this information to the club management, but where necessary the names and full details may not be disclosed if not necessary.
2. All our welfare officers are experienced individuals with safeguarding and welfare officer training with British Gymnastics.
3. If you are dissatisfied with the response from the clubs welfare officers, you elevate your complaint to the British Gymnastics ethics and welfare department.

Anti-Bullying Policy

Wade Gymnastics Club is committed to providing a caring, friendly and safe environment for all our members. Bullying of any kind is unacceptable at our club.

What is bullying?

1. Emotional (eg being unfriendly, excluding or tormenting someone)
2. Verbal (eg name calling, sarcasm, spreading rumours or teasing)
3. Physical (eg any form of violence, shoving, pushing, hitting or spitting)
4. Cyber (eg messages, status' via text, social media, phone etc)
5. Other (eg racism, homophobia, unwanted attention etc)

What to do if you have witnessed bullying...

1. If you have witnessed, or been victim to any form of bullying please communicate this immediately to either a member of the management team or one of our welfare officers.
2. Report any forms of bullying, whether it is from a gymnast, parent, carer, coach or manager.
3. All reports of bullying will be investigated thoroughly and confidentially, and appropriate actions will be taken to attempt resolution where possible.
4. Anyone showing any forms of behaviour that could be attributed to bullying will be dealt with in line with the clubs behavioural policy.

Nobody deserves to be a victim of bullying, everybody has the right to be treated with dignity and respect.