

EQUAL OPPORTUNITIES AND DIVERSITY POLICY

The purpose of this policy is to:

- promote equality of opportunity
- celebrate and value diversity
- eliminate unlawful direct and indirect discrimination

North Devon Display Gymnastic Club recognises that certain groups and individuals are at risk of being unfairly discriminated against for many reasons, including: age, appearance, class, colour, culture, disability, employment status, ethnicity, nationality, political belief, race, social class, religious belief, sex, sexual orientation or size.

Every aspect of our work is informed and enhanced by equality issues. We are committed to providing an environment free of stereotypical and oppressive beliefs, attitudes and practices. If any discrimination is identified, we will take positive steps to counter this.

We recognise that each child and young person is an individual with their own skills and abilities and we will seek to respond to the needs of each individual in a way that is fair and equitable.

We recognise that there is diversity in family life, education, faith and culture. We undertake to embrace and celebrate such differences in ways that make our group/organisation better for children and young people. We value and encourage the participation and contribution of individuals, regardless of age, class, disability, ethnic background, faith, gender and sexual orientation. We recognise that people with different backgrounds, skills, attitudes and experiences bring fresh ideas and perceptions. We believe that life is positively enriched for us all by the diversity of individuals in society and that everyone has a valuable contribution to make.

Children, young people, volunteers, workers and management committee members are supported in challenging any behaviour or ways of doing things which go against the policy or the spirit of the policy.

We will monitor the effectiveness of this policy.

Date of last policy review 30/10/2023

Signed by Claire Fowler (Club Administrator)

Date of next review 30/10/2024