



Equal Opportunities Policy Version 1 October 2009

Gymnastics England East is committed to promoting a best-practice environment, where every candidate is treated with respect and dignity. No personnel or candidate or any related third party should feel threatened, degraded on the grounds of race, colour, nationality, ethnic or national origin, sex, marital status, sexual orientation, disability, physical characteristics, health, religious or political beliefs.

Gymnastics England is responsible for ensuring that all individuals receive the same treatment, regardless of race, colour, nationality, ethnic or national origin, sex, marital status, sexual orientation, disability, physical characteristics, health, religious beliefs or political beliefs.

This policy aims to prevent/tackle any potential/current discrimination, whether indirect¹ or direct², which involves candidates and any member of Gymnastics England East personnel.

Gymnastics England East is responsible for:

- equal treatment of all individuals who have the right to participate and enjoy sport, recreation and allied occupations
- all personnel involved with Gymnastics England are, responsible for creating an open and friendly environment for all candidates
- preventing discriminatory behaviour, which will not be tolerated in Gymnastics England
- taking any allegations or incidents of discrimination or any type of unfair treatment extremely seriously and responding to them swiftly.

It is ultimately the responsibility of the Head of the Centre, to ensure that this policy is published and accessible to all personnel, candidates and any relevant third parties. However, the quality coordinators (QCs) specific to each qualification are responsible for ensuring this information is fully understood by their qualification team and by the candidates who commence courses/programmes in their area.

Should you wish to discuss any matter or voice a grievance in relation to the above in confidence, please contact Geoff Grant on 07771 374039 or, alternatively, candidates may follow the Gymnastics England Candidate Complaints Procedure.

The statement of equal opportunities above is supported and underpinned by the broader Equal Opportunities Policy of British Gymnastics, available at www.british-gymnastics.org

¹ Indirect – for example, in relation to sex discrimination, it is prohibited to have criteria or practices which, while not being directly discriminatory (such as refusing to recruit female employees or candidates because they might become pregnant), have the **effect** of disadvantaging one sex more than the other. A claim of indirect sex discrimination provides a potential remedy if flexible working is refused or inflexible working imposed on a worker, rather than a right to request flexible working.

² Direct - this is where you openly treat any sector of the community less favourably than others. For example, you may state in a job advertisement that men are only welcome to apply for a particular job vacancy. This is direct discrimination and is unacceptable.