

## RGA Disabilities Participation Policy

The Association subscribes to the principles of equality of opportunity for disabled gymnasts and aims to ensure that any disabled gymnast in the club is able to do so in a discrimination- free environment

The Association recognises its legal obligations under, and will abide by, the terms of the Disability Discrimination Act (1995) and any later amendments to such legislation

The term “disability” includes those people with:

- Physical incapacity
- Sight impairment
- Hearing impairment
- Learning disabilities.

### RGA Responsibilities:

*The Association will promote the highest standards and will:*

- >Avoid treating any person with a disability less favourably than other members of the Association
- >Make reasonable changes to practice, policies and procedures in order to make it easier for disabled people to use the services provided
- >Take reasonable steps to remove, alter or provide alternative means of avoiding physical features of premises that make it impossible or unreasonably difficult for disabled people to use services provided
- >Provide individual support for people with disabilities in existing classes
- >Provide discrete classes for gymnasts who would not thrive in a General Gymnastics class
- >Encourage and support coaches to complete the Disabilities add-on coaching module

>Seek evidence from a medical person to verify that it is appropriate for the individual to participate in a particular activity, ensuring there is not a presence of health concerns that contra-indicate participation on medical grounds

>Conduct risk assessments to ensure the Health and Safety of individuals

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The RGA Disabilities Participation Policy will be reviewed regularly and will be updated as necessary.