Richmond Gymnastics Association
Townmead Road, Richmond TW9 4EL
Tel: 020 8878 8682 | **Email:** rga@richmondgymnastics.co.uk

DOCUMENT CONTROL

DOCUMENT AUTHOR

The author of the Disabilities Participation Policy is the RGA Management Team.

DOCUMENT LOCATION

Richmond Gymnastics Association\Richmond Gymnastics Association Team Site - Documents\Shared\Policies

DOCUMENT HISTORY

The following versions of the document have been produced.

Version	Description of Change	Date
V1.0	Baselined document (Final)	01/2018
V1.0	Reviewed with no changes	11/2019
V2.0	Updated	09/2022
V2.0	Reviewed with no changes	08/2023
V2.0	Reviewed with no changes	08/2025
V2.0	Reviewed with no changes	08/2026

DOCUMENT APPROVALS

The following individuals have been identified as approvers of the Disabilities Participation Policy.

Name	Role	Date
Salme Naylor	Director of Coaching	08/2026
Melanie Sanders	Operations Manager	08/2026
Tracey Brown	GfA Manager	08/2026
Chris Brockbank	Board member	08/2026

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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
- SEN/ SEND

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 inclusion 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.

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