Richmond Gymnastics Association
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DOCUMENT CONTROL

DOCUMENT AUTHOR

The author of the Equality 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
V1.0	Reviewed with no changes	08/2022
V1.0	Reviewed with no changes	08/2023
V1.0	Reviewed with no changes	08/2025
V1.0	Reviewed with no changes	08/2026

DOCUMENT APPROVALS

The following individuals have been identified as approvers of the Equality 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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Equality Policy

RGA subscribes to the principles of equality of opportunity and aims to ensure that anyone participating at RGA is able to do so in a discrimination-free environment.

RGA recognises its legal obligations under, and will abide by, the requirements of the Equality Act 2010, and any later amendments to such legislation.

All persons must respect the rights, dignity and worth of every human being and their right to self-determination.

All staff, members, volunteers, and job applicants will be treated fairly regardless of gender, gender reassignment, sexual orientation, age, parental or marital status, disability, religion, colour, race, ethnic or national origins, or socio/economic background. [Protected characteristics]

Equality will permeate throughout all of the club plans, procedures, and activity.

All participants will be afforded equal opportunity to access services.

It is everyone's responsibility to ensure that no form of discrimination is tolerated in the club.

Any individual who believes they have received unfavourable treatment within the scope of the policy should raise their concern in line with the RGA Complaints Procedures.

No individual (and/or their family) who raises a concern in good faith, or those who support another person to raise a concern will be treated unfairly as a result of raising the concern.

RGA Responsibilities

RGA strives to ensure that the club is free from discrimination. We endeavour to promote the highest standards and will:

- Provide and implement the policy to protect participants from discrimination
- Encourage individuals from all communities to become involved at any level of participation, coaching, officiating and management.
- Make appropriate adjustments for disabled people.
- Adopt good practice in recruitment, training and supervising all employees and volunteers.
- Comply with the requirements of the British Gymnastics Equality Policy.
- Respond to all concerns and implement the appropriate remedial procedures where necessary.

The RGA Equality policy will be regularly reviewed by the Trustees and updated as necessary.