

## Equality Policy

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Power2Inspire (P2I / The Charity) was established to ensure “Nobody is left on the bench” and in order to embed inclusive sport in community, sporting and educational landscapes. We recognise that individuals (and/or certain groups in our society who share one or more Protected Characteristics) have been denied opportunity to access or participate fully in inclusive sport in the past.

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

### Principle Statement

The Equality Policy has been designed to ensure that where possible and within our control, no job applicant, employee, volunteer, participant or other personnel involved in our charitable work is unlawfully discriminated against or receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (together these are known as the ‘Protected Characteristics’ under the Equality Act 2010). This policy aims to ensure that anyone participating in our charitable activities is able to do so in a discrimination-free environment.

### Objectives

The Equality Policy is based on the following fundamental principles:

- All persons must respect the rights, dignity and worth of every human being and their right to self-determination.
- All staff, participants, volunteers and other personnel are entitled to be treated fairly regardless of sex, gender reassignment, sexual orientation, age, marriage and civil partnership, pregnancy and maternity, disability, religion or belief, race including nationality or ethnicity and socio/economic background.
- The charity recognises and values the contributions that different people can bring to the organisation.
- Equality must permeate throughout all of our charity plans, procedures and activity.
- In some cases, positive action may be required to address inequalities or under-representation.
- It is everyone’s responsibility to ensure that no form of discrimination is tolerated in the delivery of our charitable activities.
- Any individual who believes they have received unfavourable treatment within the scope of the policy should raise their concern in line with our charity’s procedures.

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

## Responsibilities of Power2Inspire

We will ensure that our organisation is free from discrimination and will:

- Provide and implement a policy to protect participants from discrimination.
- Encourage individuals from all communities to become involved at any level of participation, and volunteering.
- Adopt good practice in recruitment, training and supervision of all personnel and volunteers.
- Respond to all concerns, and implement the appropriate remedial procedures where necessary.

## Responsibilities of all individual personnel involved in our charitable activities

Every individual is required to assist the charity in ensuring that we meet our commitment to inclusion and equality and should exhibit personal behaviours and practices which support a discrimination free environment.

## Legal Requirements

- British Gymnastics Foundation recognises its legal obligations under, and will abide by the requirements of, the Equality Act 2010, and any later amendments to such legislation.
- It is unlawful to discriminate directly or indirectly in recruitment, employment or in the provision of services because of age, disability, sex, gender reassignment, pregnancy, maternity, race (including colour, nationality and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership.

## “Discrimination, Harassment, Bullying and Victimisation”

Unlawful discrimination can take the following forms:

- Direct Discrimination: - treating someone less favourably than another person because of a Protected Characteristic.

- Indirect Discrimination: - an action, rule or policy that applies to everyone but disadvantages someone with a particular Protected Characteristic.
- Associative Discrimination: direct discrimination against someone because they associate with another person who possesses a particular Protected Characteristic.
- Discrimination by perception: direct discrimination against someone because others think they possess a particular Protected Characteristic.
- Discrimination arising from disability: someone is treated unfavourably because of something connected with their disability.
- Bullying: offensive, intimidating, malicious or insulting behaviour, and /or an abuse or misuse of power that is meant to undermine, humiliate or injure the person on the receiving end.
- Harassment: unwanted or offensive conduct directed at oneself or another person.
- Victimisation: treating a group or individuals in a detrimental way because they have made or intend to make a complaint or provide evidence in support of another complaint.

P2I regards acts of discrimination, bullying, harassment or victimisation as serious issues. Staff or other personnel who are found to have discriminated against, harassed, bullied or victimised any other person, will be dealt with appropriately as per the charity's Bullying and Harassment policy.

## “Reasonable Adjustments”

P2I recognises it has a duty, and is committed to making reasonable adjustments for disabled people. This may include the removal, adaptation or alteration of physical features, if the physical features make it impossible or unreasonably difficult for disabled people to participate in our activities or undertake their roles and responsibilities

Last updated: 27 April 2021

Date of next review: 27 April 2022

*Alex Laybourne*  
*27<sup>th</sup> April 2021*