



Welsh Gymnastics
Gymnasteg Cymru

Equality and Diversity Policy

Polisi Cydraddoldeb ac Amrywiaeth

Approved by	Dept	Date
Board	Business Support	23.4.2025

Version	Summary of Changes	Document Status	Date
1	New Welsh Gymnastics policy	Live	April 2025

1. Introduction

- 1.1 Welsh Gymnastics believes that those who wish to participate at any level or capacity within the sport of gymnastics should be free to do so without fear of discrimination or victimisation.
- 1.2 Within this policy we outline our expectations of Welsh Gymnastics members and the guidelines for dealing with this sensitive area. It is important to acknowledge that the implementation of this policy is a two-way process, and we will be happy to assist with any of your concerns.
- 1.3 This is a legal obligation therefore any breaches of this policy will be dealt with in an appropriate manner.

2. Policy Statement

- 2.1 The overarching principle of this policy is to make gymnastics in Wales inclusive for all current and potential members, where appropriate addressing barriers to involvement helping underrepresented groups to become more involved.
- 2.2 Welsh Gymnastics support Sport equality and will strive to ensure that everyone who wishes to be involved in gymnastics, whether as gymnast, coaches, volunteers, club officials, technical panel members:
- 2.2.1 Has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities
- 2.2.2 Can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to enjoy their participation in gymnastics without the threat of intimidation, victimisation, harassment or abuse.

3. Responsibilities of Welsh Gymnastics

3.1 Welsh Gymnastics strives to ensure that our sport is free from discrimination. We endeavour to promote the highest standards and will:

3.1.1 Provide and implement a policy to protect participants from discrimination.

3.1.2 Encourage individuals from all communities to become involved at any level of participation, competing, coaching, officiating and management.

3.1.3 Adopt good practice in recruitment, training and supervision of all employees and volunteers, and provide good practice guidance to our registered clubs and organisations.

3.1.4 Work in partnership with the Home Countries and registered clubs to implement the policy across Wales and review progress.

3.1.5 Respond to all concerns and implement the appropriate complaints policy.

3.2 Welsh Gymnastics will work to ensure that inequality is avoided:

3.2.1 When selecting, recruiting and training individuals.

3.2.2 In the structure and content of all syllabi, examinations, regulations and assessment procedures.

3.2.3 In the monitoring of practices, procedures and data relating to the operations and activities of the association and its affiliated bodies.

3.2.4 In the preparation and distribution of all materials and publications.

3.2.5 By the relaxation of any conventional rules and regulations which serve to inhibit the performance of those candidates with special needs or disabilities, providing that such action does not have detrimental effect on the standard, quality and integrity of the regulations.

4. Responsibilities of the Individual

4.1 Everyone associated with Welsh Gymnastics is required to assist in ensuring that the Organisation meets its commitment and avoids unlawful discrimination. Individuals can be held personally liable as well as, or instead of, the Organisation, for any act of unlawful discrimination. Individuals who commit serious acts of victimisation or harassment may be guilty of a criminal offence.

5. Legal requirements

5.1 Welsh Gymnastics recognises its legal obligations under, and will abide by the requirements of, the Equality Act 2010, and any later amendments to such legislation or subsequent equality related legislation that may be relevant to Welsh Gymnastics. Further information can be found here -

[Equality Act 2010: guidance - GOV.UK](#)

5.2 Welsh Gymnastics is committed to avoid and eliminate unfair discrimination of any kind in gymnastics and will under no circumstances condone unlawful discriminatory practices. We as an organisation take a zero-tolerance approach to harassment.

6. Discrimination, Harassment, Bullying and victimisation

Forms of discrimination and discriminatory behaviour include the following:

Direct discrimination: Direct discrimination can be described as less favourable treatment on the grounds of one of the protected characteristics / this means treating someone less favourably than you would treat others in the same circumstances on certain prohibited grounds. This also includes discrimination based on perception of the person or relating to their association with a person on the grounds of the protected characteristics.

Indirect discrimination: Indirect discrimination occurs when a provision, criterion or practice is applied to an individual or group that would put persons of a particular characteristic at a particular disadvantage compared with other persons. This occurs when, although a practice, rule or requirement condition is applied equally to all, it has a disproportionate and detrimental effect on one particular group because fewer members of that group can comply with it. This type of discrimination is unlawful where it cannot be objectively justified i.e. it is a proportionate means of achieving a legitimate aim.

Harassment: Harassment is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person / refers to unwanted conduct which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual

Victimisation: It is unlawful to treat a person less favourably because he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so. To do so would constitute victimisation / this occurs when someone is treated less favourably than others because he or she has raised a claim of discrimination or harassment against Welsh Gymnastics in the past.

Bullying: Bullying is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual.

7. Positive action

7.1 The principle of Sports Equality goes further than simply complying with legislation. It entails taking positive steps to counteract the effects of physical or cultural barriers - whether real or perceived - that restrict the opportunity for all sections of the community to participate equally and fully.

7.2 Welsh Gymnastics will therefore seek to implement, support or contribute to appropriate measures or initiatives that enable access to gymnastics and participation in associated activities by people from any group that is under-represented in the sport or has difficulty accessing it.

8. Breach of the policy

8.1 Breaches of this policy can be reported via the Welsh Gymnastics Complaints procedures

8.2 Welsh Gymnastics Safeguarding policy, Complaints policy and Safe Environment policy are interdependent with this policy – Further details on the Welsh Gymnastics Policies can be found here - [Policies - Welsh Gymnastics](#)