**Rising Phoenix Gymnastics Club Equality and Diversity Policy**

Rising Phoenix Gymnastics Club (RPGC) is dedicated to encouraging a supportive and inclusive culture amongst the whole workforce. It is within our best interest to promote diversity and eliminate discrimination in the workforce and participation/competition in gymnastics. RPGC is committed to achieving its equality duty, which is set out in the Equality Act 2010 by having due regard to the need to:

* Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010
* Advance equality of opportunity between people who share a protected characteristic and people who do not share it
* Foster good relations between people who share a protected characteristic and people who do not share it.

Our aim is to ensure that all members are given equal opportunity and that our club is representative to all sections of society. Each member will be respected, valued and able to give their best as a result.

This policy reinforces our commitment to providing equality and fairness to all in our employment and not provide less favourable facilities or treatment on the ground of age, disability, gender, marriage and civil partnership, pregnancy, maternity, race, ethnic origin, colour, nationality, national origin, religion, or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

All members will be treated fairly and with respect. When RPGC selects candidates for gymnastics training groups, employment, promotion, training, or any other benefit, it will be on the basis of their aptitude and ability.

All members will be given help and encouragement to develop their full potential and utilise their unique talents. Therefore, the skills and resources of our club will be fully utilised and we will maximise the efficiency of our entire workforce.

RPGC commitments:

* To create an environment in which individual differences and the contributions of all team members are recognised and valued.
* To create a working environment that promotes dignity and respect for every member of RPGC.
* To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
* To make suitable training, development and progression opportunities available to all members.
* To promote equality in the workforce, which RPGC believes is good management practice and makes sounds business sense.
* To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures
* To encourage employees to treat everyone with dignity and respect.

RPGC Equality and Diversity Policy will be monitored and reviewed annually to ensure that equality and diversity is continually promoted.

Updated: 11/11/22