



EQUALITY POLICY

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

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

The club will encourage all individuals from all communities to become involved at all levels of participation, coaching, officiating and management.

All staff, members and volunteers 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.

Equity will continue throughout all the Club's strategic development plans.

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

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

ASTRID ACADEMY OF MOVEMENT'S RESPONSIBILITY

- Implement this policy to protect all individuals from discrimination.
- Encourage all individuals from all communities to become involved at all levels of participation, coaching, officiating and management.
- Ensure good practise in recruitment & training purposes for all Participants, Employees & Volunteers.
- Follow the guidelines of British Gymnastics Equality Policy.
- Make appropriate adjustments for disabled people.
- Respond to all concerns & ensure all action is taken appropriately where necessary.