



Bicester & District Gymnastics Club

BDGC 014 – Diversity & Inclusion Policy

Document Owner: Club Welfare Officer

Document Approver: Committee

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1. Purpose

Bicester & District Gymnastics Club (BDGC) is committed to fostering an inclusive, respectful, and equitable environment for all. This policy outlines our commitment to diversity, equality of opportunity, and the prevention of discrimination in all Club activities.

2. Scope

This policy applies to all BDGC members, coaches, staff, volunteers, parents, and gymnasts. It covers training sessions, events, recruitment, communication, and all other club-related activities.

3. Our Commitment

BDGC actively promotes a culture that values difference, challenges discrimination, and ensures all individuals are treated with fairness and dignity. Specifically, we:

- Recognise and respect differences in age, disability, gender, gender identity, marital or civil partnership status, pregnancy or maternity, race, religion or belief, sex, and sexual orientation.
- Provide equal access to opportunities and facilities for all members and staff.
- Commit to continuous improvement in practices that support inclusion and representation.

4. Inclusion in Practice

To uphold this policy, BDGC will:

- Ensure facilities and coaching methods are accessible to all abilities wherever reasonably practicable.
- Offer reasonable adjustments for gymnasts with disabilities or specific needs.
- Actively promote inclusive behaviour in training, competitions, and social events.
- Train coaches and committee members to recognise and address unconscious bias and exclusionary practices.

5. Zero Tolerance to Discrimination or Harassment

BDGC will not tolerate any form of:

- Direct or indirect discrimination
- Harassment or victimisation
- Bullying or exclusion
- Violations will be addressed under the Club's disciplinary policy and may result in suspension or expulsion from the Club.

6. Reporting and Resolution

Anyone experiencing or witnessing discriminatory behaviour is encouraged to report it to the Welfare Officer or Committee. All concerns will be addressed in a timely, confidential, and appropriate manner.

7. Compliance and Disciplinary Procedures

Any breach of this policy will be taken seriously and may lead to disciplinary action. In serious cases this could include summary dismissal under our disciplinary procedure. Any breach of this policy must be handled in accordance with all other relevant company policies within BDGC.

8. Monitoring Compliance

The adoption of this policy is subject to monitoring and auditing. The outcomes from these reviews will inform and improve practices as part of BDGC's commitment to continual improvement.

9. Review

This Policy will be reviewed at least annually.

10. Amendment and Termination

This Policy can be amended, replaced, or terminated at any time at the sole discretion of BDGC. If you have any questions about whether you are reviewing the latest Policy, please confirm with the Owner of this document identified below.

Document Controls

Category	Description
Document Owner	Welfare Officer
Status (Draft, Published, Retired)	DRAFT

History

Revision #	Change Description	Author Initials	Date
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