



Inclusion, Ethnicity & Diversity Policy

1. Purpose

Majestic Gymnastics is committed to creating an environment where every individual; regardless of ethnicity, race, nationality, heritage, language, culture or religion, feels safe, welcomed, represented and supported.

This policy reinforces our dedication to equity, diversity, inclusion and anti-discrimination, ensuring that gymnastics remains a space for everyone.

2. Scope

This policy applies to:

- Gymnasts of all ages and abilities
- Parents, carers and families
- Coaches, volunteers, staff and leadership
- Visitors and community partners

3. Guiding Principles

- Respect for All Ethnicities & Cultures:
 - We recognise, value and celebrate the diversity of our gymnasts, families, staff and local community.
- Zero Tolerance for Discrimination:
 - Discrimination, harassment or exclusion based on ethnicity, race, nationality, language, culture or religion will not be tolerated.
- Representation & Belonging:
 - We actively promote the visibility of diverse ethnic and cultural backgrounds in our imagery, staffing, leadership, communications and events.
- Accessibility:
 - We remove barriers to participation, including cultural or linguistic barriers, and work to ensure all ethnic groups feel fully included.
- Continuous Learning:
 - We recognise that inclusion is an evolving practice and commit to regular education and reflection.



4. Ethnicity and Cultural Inclusion Commitments

4.1 Language & Communication

- Provide clear, inclusive communication that avoids stereotypes, bias or cultural assumptions.
- Where possible, offer translated materials or interpreter support to families for whom English is not their first language.
- Encourage gymnasts to express and celebrate their linguistic and cultural identities.

4.2 Cultural Awareness & Training

All staff and volunteers will receive regular British Gymnastics approved training on cultural competence, anti-racism and inclusive coaching practices.

Training will cover:

- Understanding and respecting ethnic and cultural differences
- The practical application of the Equality Act 2010
- Recognising and challenging unconscious bias
- Inclusive language and terminology
- Different types of discrimination, harassment, bullying, and victimisation.
- Respecting religious or cultural dress, holidays and practices

4.3 Representation & Role Models

- Actively recruit and support coaches, staff and volunteers from diverse ethnic backgrounds.
- Feature individuals from a range of communities in promotional materials, social media and club events to reflect the diversity of our members.
- Invite guest speakers, coaches or athletes from varied cultural backgrounds to inspire and educate.



4.4 Cultural Practices & Events

- Respect religious or cultural observances (e.g., prayer times, fasting periods, dietary needs).
- Offer flexibility in training schedules during significant cultural or religious festivals.
- Celebrate key cultural events (e.g., Eid al-Fitr, Diwali, Hanukkah, Christmas, Black History Month, etc.) through educational activities or displays.

4.5 Anti-Racism & Reporting

- All incidents of racial or ethnic discrimination will be taken seriously, investigated promptly and addressed with clear actions.
- Members will be supported through confidential reporting mechanisms.
- Repeated or serious breaches may lead to suspension or removal from the club.

5. Responsibilities

Group Responsibilities:

- **Leadership** Embed equity and cultural inclusion into policies, training, staffing and programming. Monitor progress.
- **Coaches & Staff** Model inclusive behaviour, address exclusionary conduct, and respect cultural practices.
- **Gymnasts & Families** Contribute to an environment of respect, speak up against discrimination, and celebrate diversity.

6. Implementation Measures

- Annual review of inclusion and diversity practices
- Regular training on ethnicity, cultural awareness and anti-racism
- Consultation with community representatives to ensure ongoing relevance
- Accessible feedback and reporting mechanisms for all members



7. Review & Accountability

This policy will be reviewed annually, or more frequently if needed, to align with best practice in equity and diversity.

Feedback from staff, gymnasts and families will shape future updates.

Review date: 2nd September 2025