

INCLUSION & EQUALITY POLICY

London Sport Academy

1. Policy Statement

London Sport Academy (LSA) is committed to providing an inclusive, safe and equitable environment for all gymnasts, parents, staff and volunteers.

We believe every individual has the right to participate in sport free from discrimination, prejudice or exclusion.

The club strictly adheres to:

- Equality Act 2010
- British Gymnastics Equality Policy
- British Gymnastics Safeguarding Policies

Discrimination based on:

- race
- colour
- nationality
- language
- ethnic origin
- religion or belief
- gender or gender reassignment
- sex
- sexual orientation
- disability or additional needs
- marital or parental status
- pregnancy or maternity
- age

is not tolerated in any form.

2. Multicultural Environment & Language Inclusion

LSA is a multicultural club with gymnasts and staff who may speak multiple languages.

2.1 Primary Language

English is the primary working and coaching language.

2.2 Use of Additional Languages

Coaches may use another language briefly to support:

- safety
- clarity
- understanding of a gymnast

- safeguarding
- immediate correction

This does NOT constitute:

- exclusion
- discrimination
- unfair treatment
- favouritism

This mirrors our Language Use in Coaching Policy, which parents must read and accept.

3. Responsibilities of the Club

LSA commits to:

- offering equal access to training opportunities whenever reasonably possible
- providing an environment free from discrimination and harassment
- ensuring staff follow inclusive coaching practices
- providing reasonable adjustments where feasible
- regularly reviewing coaching and administrative practices
- addressing all inclusion-related concerns through the Complaints & Grievance Procedure

Procedure

- challenging all discriminatory attitudes or behaviour
- training coaches and staff in equality and inclusion

4. Responsibilities of Staff

All staff must:

- treat all gymnasts and families with fairness and respect
- challenge discriminatory behaviour
- ensure all children feel safe and valued
- promote inclusive team culture
- follow safeguarding and equality training
- use language and behaviour that supports inclusion

5. Responsibilities of Parents/Guardians

Parents/Guardians must:

- treat staff and other families respectfully
- avoid making assumptions or unfounded allegations related to equality or discrimination
- raise concerns appropriately via the Complaints & Grievance Procedure
- not use WhatsApp, social media or informal messaging to discuss other gymnasts, staff or inclusion issues
- support the multicultural nature of the club
- understand that English is the primary coaching language but additional languages may be used for safety
- avoid interpreting corrections in another language as exclusion or favouritism

6. Responsibilities of Gymnasts

Gymnasts must:

- show respect to all peers and coaches

- treat differences in culture, language, religion or ability with kindness
- report any concerns to a coach or Welfare Officer
- contribute positively to team culture

7. False or Unfounded Allegations

LSA takes allegations seriously.

However, false, unfounded or speculative allegations of:

- racism
- discrimination
- exclusion
- bullying
- favouritism

are considered inappropriate behaviour and will be addressed under:

- Parent Communication & Behaviour Policy
- Complaints & Grievance Procedure

Persistent unfounded accusations may result in communication restrictions or membership review.

8. Reporting Concerns

Any individual who believes this policy is not being upheld must report the matter to the Welfare Officer.

All concerns will be addressed confidentially and fairly.

9. Related Policies

This policy must be read together with:

- Parent Communication & Behaviour Policy
- Language Use in Coaching Policy
- Anti-Bullying Policy
- Safeguarding & Child Protection Policy
- Complaints & Grievance Procedure

10. Key Contacts

Welfare Officer

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