

East Surrey Acrobatics Limited

Equal Opportunities Policy

Inclusive gymnastics for everyone

Date: May 2026

Review Date: May 2027

Company Number: 17056364

Organisation	East Surrey Acrobatics Limited
Company Number	17056364
Director	Lucy Tozer
Contact	eastsurreyacrobatics@hotmail.com
Adopted	May 2026
Review Date	May 2027

1. Our Commitment

East Surrey Acrobatics Limited is committed to promoting equality, diversity and inclusion across all aspects of our club. We believe that gymnastics and acrobatics should be accessible to everyone, regardless of age, gender, race, ethnicity, disability, religion or belief, sexual orientation, pregnancy or maternity, or socio-economic background.

This policy applies to all gymnasts, parents, coaches, staff and volunteers associated with ESA.

2. Our Principles

- Everyone who participates in ESA activities will be treated fairly and with respect
- We will not tolerate discrimination, harassment or victimisation of any kind
- We will make reasonable adjustments to ensure our activities are accessible to people with disabilities
- We will actively promote an inclusive culture where everyone feels welcome
- Recruitment of coaches and staff will be based solely on merit and suitability for the role

3. What is Discrimination?

Discrimination can take several forms:

- Direct discrimination — treating someone less favourably because of a protected characteristic
- Indirect discrimination — applying a practice that disadvantages people with a particular protected characteristic
- Harassment — unwanted behaviour related to a protected characteristic that violates dignity or creates an intimidating environment
- Victimisation — treating someone unfairly because they have raised a complaint about discrimination

4. Responsibilities

All coaches, staff and volunteers at ESA are responsible for:

- Treating everyone fairly and with respect at all times
- Challenging discriminatory behaviour or language when they see it
- Reporting any concerns about discrimination to the Director

The Director is responsible for ensuring this policy is implemented and reviewed, and for dealing with any complaints of discrimination.

5. Raising a Concern

If you believe you have been discriminated against, or you have witnessed discrimination, please contact Lucy Tozer at eastsurreyacrobatics@hotmail.com. All concerns will be investigated promptly and treated confidentially.

Concerns may also be escalated to British Gymnastics if they cannot be resolved internally.

6. Review

This policy will be reviewed annually. Next review: May 2027.