



### **P.H.D FUNDamentals Club Statement of Equity**

P.H.D FUNDamentals is committed to ensuring that equity is incorporated across all aspects of development. To enable this policy to be fully incorporated into P.H.D the definition is stated below

- Equality within sport is about fairness within sport, with opportunities to all. Recognising inequalities with appropriate measures taken to address them. To enable all persons the right to participate the culture and structure of the sport may be addressed to ensure equal accessibility.
- The club respects the rights, dignity and value of each individual (baby, child or parent) and will treat every member equally within the environment of the sport regardless of age, ability, gender, race, ethnicity, religious beliefs, sexuality or social/economic status.
- The club is dedicated to ensure that everyone has the right to enjoy their chosen discipline of sport in an environment free from harassment, abuse and the threat of bullying.
- All members have a responsibility to combat discriminatory behaviour and promote equal opportunity.
- The appointment of a Child Protection Officer to whom grievances or complaints can be made confidentially
- Ensuring that staff are suitably trained in Child Protection and Health, Safety and Welfare Issues
- Ensuring that all coaches and official have been screened to confirm their suitability to work with children. Where appropriate this will include a PVG disclosure check.
- Ensure that all coaching practice follow guideline at all times.
- Certify grievance or complaints are dealt with promptly and in accordance with P.H.D Grievance procedures.
- A zero tolerance level or poor practice, bullying or potential forms of abuse
- The Club will deal with all discriminatory behaviour seriously following a 3 strike rule, with the first a warning, informing the parents to work on a solution second and lastly the committee will take a vote on the action required to take.
- P.H.D FUNDamentals endeavour the adoption of 'British Gymnastics Equality Policy' and 'Scottish Gymnastic's Equity Policy'