

Gymnastics WA

GymAbility Inclusion Policy

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Controlling Body GWA Board



Department of
Sport and Recreation



GWA GymAbility Inclusion Policy

1.0 Policy Statement

GWA is committed to providing inclusive gymnastics opportunities and strives to ensure that anyone participating or wishing to participate in gymnastics is able to do so in a discrimination-free environment. Every reasonable effort will be made to ensure that inclusive opportunities are available for people with a disability and people from indigenous and CaLD backgrounds. GWA also advocates that all those involved in the sport must demonstrate the appropriate standards of conduct and treat everyone fairly.

GWA is committed to ensuring that the objectives in this Policy and other supporting strategies, including the *GymAbility* Inclusive Action Plan, are implemented to reflect inclusive practices within gymnastics. Accordingly, it is also the responsibility of all clubs, athletes, volunteers, employees and contractors of Gymnastics WA to play their part in ensuring this policy is carried out.

2.0 Purpose

GWA recognises that some sections of society have been denied an opportunity to participate in gymnastics and wish to implement a policy that ensures that everyone is treated fairly and avoid practices that could discriminate directly or indirectly towards certain sections of society. In order to achieve this GWA recognises that in some instances, unequal distribution of effort and resources may be required. This may be necessary when sections of society are faced with barriers that prevent or restrict their participation in gymnastics.

3.0 Definitions

For the purpose of this policy, the term *GymAbility* will be used to incorporate the following groups:

- People with Disabilities
- Indigenous
- Culturally and Linguistic Diverse Groups (CaLD)

4.0 Policy Coverage

This policy applies to Gymnastics WA employees, committees, clubs, members, officials, athletes and others taking part in GWA activities or events.

5.0 Policy Compliance

Gymnastics WA is committed to providing inclusive opportunities and will adhere to the following guidelines;

- GWA will take reasonable steps to identify and eliminate unlawful direct, indirect, and systemic discrimination from its structures and practices
- GWA will ensure that inclusion principles permeate throughout the organisational strategic and development plans
- GWA will ensure that inclusion is an agenda item at Board and Section meetings
- GWA will support the existence and direction of the Gymnastics For All Sports Management Committee
- GWA employees and volunteers shall, within their areas of responsibility, take reasonable steps to remove any barriers to programs and services which may exist

- GWA will ensure that all key staff have undertaken inclusion training and new staff receive training on the policy as part of the induction process
- GWA will encourage individuals from all communities to become involved at any level of participation, coaching, officiating and management
- GWA will adopt good practice in recruitment, training and supervision of all employees and volunteers, and provide guidance to our affiliated clubs and associations
- GWA will monitor the profile of members, volunteers and employees and the ongoing impact of the Policy and GymAbility Inclusion Action plan.
- GWA will review and evaluate this policy on an annual basis and will revise it through consultation to maintain continuous improvement in inclusive programs, services and facilities

6.0 Changes to the Policy

Changes to this policy may be submitted to the GWA Board for review and approval. Once a change has been approved, the policy will be updated on the website and circulated to all employees and relevant committee members.

GWA is committed to ensuring all policies are up-to-date and reflect current practices. The latest review date is recorded at the beginning of each policy.

7.0 Confidentiality and Reporting

Breaches of this policy must be reported to Gymnastics WA management within 14 days of any occurrence. Breaches of this policy must be kept confidential and disclosure to any third party beyond Gymnastics WA management is not permitted.