



Diversity, Equity, Inclusion & Belonging Policy Statement

DEIB Policy Statement for Gymnastics Ireland

Introduction:

Gymnastics Ireland is committed to fostering a culture of Diversity, Equity, Inclusion and Belonging (DEIB) that reflects the richness of our gymnastics community.

Our vision is to create an environment where all participants, regardless of background, identity, ethnicity or disability, feel welcome, valued, and supported.

This policy statement outlines our commitment to ensuring equality of opportunity in employment and to delivering our services that are accessible and take account of the diverse needs of our members, athletes, volunteers and staff.

Gymnastics Ireland promotes fairness and does not tolerate discrimination. It views equality, diversity, inclusion and belonging as integral to being a best practice employer and providing excellent services to our members, athletes and volunteers.

Our Strategy

Our 'A Place for All' DEIB Strategy 2024-2028 is Gymnastics Ireland's comprehensive diversity, equity, inclusion and belonging strategy. It outlines our guiding principles, our objectives and the actions we will take in planning, developing and delivering our sport and our services. It sits under our organisations *Culture and Governance* strategic objective, led by the Board & leadership and builds on our commitment to ensure we continue to promote a positive culture and operate to the highest standards of corporate governance.

'A Place for All' should be read in conjunction with this policy statement, as it outlines Gymnastics Ireland's strategic goal, objectives, and governance. It clearly sets out how Gymnastics Ireland will meet the requirements of the Equal Status Acts 2000 to 2018. Making sure that services are delivered fairly to all and to the highest possible standard is one of Gymnastics Ireland's key objectives and is in line with current legislative and regulatory requirements.

Our strategic message is to: Recognise, Celebrate and Value Difference

Our strategic goal is to continue to be: A diverse and inclusive organisation where our members, athletes and volunteers feel welcome, included, and able to excel as themselves across all our activities

Our values align with our Strategic Plan are: Being *Inclusive* in all our activities, to embed *Fairness* across the organisation, and to *Respect* each other so our sport can be enjoyed and be a positive experience where everyone has *Pride* in who they are and what they achieve.

Our guiding principles are:

Listening to diverse voices – listen to the lived experience of others

Understanding what we don't know – educating ourselves and our members about DEIB

Communicating – creating opportunities for DEIB to be more visible

Awareness – being aware of DEIB in how we shape our future activities and programmes

Team – working together with our members to be proactive

Evaluate – check how effective we are against data and objectives

Objectives of this policy statement

To ensure Gymnastics Ireland's work on equity, diversity, inclusion and belonging continues to deliver for members, athletes and staff we have developed four commitments in our strategic plan to:

Commitment 1: Engaging and Listening to Diverse Voices

We will listen to the different experiences and diverse voices of members across Gymnastics Ireland in order to deepen our understanding of DEIB and promote an open culture, so everyone feels welcome and can enjoy our sport.

Commitment 2 Investing in learning and education

We will increase our own awareness and knowledge of others to embed a culture where all members, volunteers and athletes are confident in demonstrating inclusive behaviours.

Commitment 3: Inclusive Leadership and Governance

We intend to further enhance and embed DEIB in all our policies and procedures and show leadership to all our member clubs in order to create a membership which respects diversity and embraces DEIB in all activities.

Commitment 4: Developing and delivering inclusive programmes and services

We will build diversity and inclusion into the earliest stages of programmes, policies and projects and communicate our activities to reflect our commitment.

Our Strategy sets out how we intend to meet these commitments.

Responsibilities for implementation and monitoring

The Board & leadership have accountability for implementing the 'A Place for All' strategy. All Gymnastics Ireland employees are responsible for the strategy's success and are required to adhere to its principles. We will also provide training in equality, diversity, inclusion and belonging to clubs, members, and staff.

This policy statement will be reviewed in accordance with the policy review programme agreed by Board and monitored by our Governance Committee. If there are significant changes to legislation or regulation or there are found to be deficiencies or failures in this policy statement, we will review when necessary.

Conduct regular assessments and audits to ensure Gymnastics Ireland is meeting its DEIB objectives.

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