



Equality, Diversity and Inclusion Policy

Reviewed: 30th March 2026

Our Vision

Our club endeavours to represent all groups of children within our local community. We aim to create a welcoming, inclusive environment where every family feels valued, and where suitable classes are available for all.

We actively listen to our community and adapt our provision to meet their needs. A recent example is the introduction of our weekday morning SEND class, designed for children for whom a traditional school setting may not be suitable. This provides a quieter environment where they can stay active and explore the gym alongside families in similar situations.

Supporting All Income Groups

We are committed to making our services accessible to families from all financial backgrounds:

- We run HAPpy Camps for children eligible for Free School Meals. This makes use of government grants to provide a Free Holiday Club with a hot meal.
 - Club merchandise is optional to ensure no child feels excluded.
 - We participate in the Herts Card scheme, offering a 10% discount across all services for eligible families, and offer deeper discounts for those who require further financial assistance.
 - We offer a minimum 'cost' price, for entry fees and leotards, for any children in our squad who wants to compete, but whose families cannot afford the extra expense.
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Supporting Refugees

We are committed to making our services accessible to refugees:

- We provide free places to Ukrainian families and are open to applications from other families in similar situations.
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Engagement with Schools

We work closely with local schools to widen access to gymnastics:

- We deliver school workshops at low per-head costs to reach children who may not otherwise access gymnastics.
- We host three local primary school competitions each year, charging only a nominal venue fee while providing coaches, medals, and certificates at our own cost.

Boys' Participation

We recognise that boys can sometimes feel underrepresented in gymnastics. To address this:

- We run dedicated boys' classes to create a more comfortable and supportive environment.
- These sessions focus on strength, agility, and transferable skills that benefit participation in a wide range of sports.

Special Educational Needs and Disabilities (SEND)

We are committed to inclusive provision for children with additional needs:

- We offer regular SEND and sibling sessions, allowing children to explore the gym in a flexible, less structured environment.
- We run a weekly class for a specialist school supporting children with complex needs.
- We also host SEND groups from two local primary schools on a regular basis.
- Where possible, we include SEND in mainstream classes with additional 1:1 support at the clubs' cost.

Teenagers

We aim to keep young people engaged in physical activity:

- We offer classes for children aged 10 and over to support continued participation in sport.
- Our trampolining sessions are available up to age 18 and beyond, providing an exciting and engaging option for older participants.

Working Parents

We ensure those children with working parents are also able to attend classes

- We run lessons on Saturdays and Sundays for all age groups from 18 months to 11 years.
- We run holiday camps, with a recent new venture into wraparound care.

Home-Educated Children

We support home-educating families by offering:

- 1:1 sessions and small group classes during weekdays
 - Flexible opportunities to incorporate physical activity into the home education timetable
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Our Coaches

We are proud of the diversity within our coaching team and actively support inclusivity by:

- Encouraging and supporting neurodiverse coaches through training and tailored support, including apprenticeships
 - Actively recruiting male coaches to better represent our participants
 - Supporting work-life balance, including flexibility for coaches with children
 - Providing free gymnastics classes for coaches' children
 - Investing in a Welfare Assistance programme for coaches who may need emotional support for their well being
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Inclusive Communication

We aim to keep all communication clear and accessible, recognising the diversity of needs among both children and adults.

Feedback from families reflects our progress in this area:

“I just wanted to say a huge thank you. My toddler and I had such a brilliant time today. As a neurodivergent mum, I have often found clubs overwhelming... The free flow of activities, the clear, calm instructions, and the friendly atmosphere were amazing to be part of.”