



THE BRITISH CHEERLEADING ASSOCIATION

Equal Opportunities Policy



The British Cheerleading Association - Equity Policy

Aim:

*The **British Cheerleading Association** is committed to equitable access in sport for all, from young people involved in its development programmes to coaches, officials and volunteers. The group believes that everyone has the right to take part in the activity of their choice, to the level of their choice irrespective of their race, gender, disability, religious beliefs, sexual orientation, geographical location or social status.*

Objectives:

The British Cheerleading Association will ensure that positive action is taken in all sport specific and generic programmes with regard to attracting young people and coaches, officials and volunteers into the development pathways available. The BCA recognise that certain groups in society are under-represented in sport in general. The active training programme will attempt to break down the barriers that prevent participation through positive action at all stages through the education of all involved with the British Cheerleading Association together with the following objectives:

- Each Partnership Group will set equity targets for each of the 4 priority groups for young people and coaches. These targets will all be reviewed on an annual basis to monitor and evaluate the participation of priority groups in the Active Sports programme
- A Management Committee will be established to ensure the implementation and monitoring of the equity plan. This does not take the responsibility for equity from all individuals and agencies involved with the BCA
- Everyone involved in the programme will sign up to this policy including any Partnership Groups, Local Action Groups, coaches, officials and volunteers to ensure a commitment from all Partnership partners to sports equity
- Equity Awareness training will be made available and easily accessible to all in the programme wanting to access this. This will develop an awareness of sports equity policies at all levels across the Association
- A commitment to non-discriminatory behaviour by all participants to build a welcoming, culturally diverse environment, through the development of a comprehensive and fair complaints procedure at local/Partnership level to deal with any complaints of discrimination. A Fair Play Charter will be available for all young people, coaches, clubs and parents to encourage equity in all activity
- Ensure there is representation of priority groups in all planning and implementation groups at all levels across the group to ensure that all programmes planned reflect the needs of the identified priority groups
- To undertake a comprehensive analysis of the group area and to update this information annually to ensure an understanding of the social composition of the group area
- The establishment of innovative schemes that encourage priority groups into Active Sports – these will be planned through the relevant planning groups eg. Partnership level sport specific groups and local action groups
- To ensure that participation is not hindered by the cost of activity and in so doing establish a charging policy that is affordable for all participants in the programme

Signed for and on behalf of

The Management Committee of the
British Cheerleading Association