



# The BRITISH CHEERLEADING ASSOCIATION

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## BRITISH CHEERLEADING ASSOCIATION EQUALITY AND DISCRIMINATION POLICY

### 1 Background

- 1.1 From its inception the BCA Constitution has required that "Membership shall be open to all individuals regardless of age, sex, race, creed or culture".
- 1.2 From January 2004 BCA is making a clear commitment to Equality and Discrimination Policy and standards, and to ensure that effective equality standards are promoted and upheld throughout British cheerleading. This Policy defines the required standards.
- 1.3 This Policy expands on and reinforces the principles of the BCA Code of Ethics and Sportsmanship Standards.

### 2 Policy Statement

- 2.1 This policy applies to everyone within the BCA and cheerleading as well as those who also provide goods and services to our organisation.
- 2.2 The BCA embraces diversity, and believes that everyone is unique and deserves the right of equal respect and opportunity when taking part in cheerleading.
- 2.3 The BCA also believes in a fair society that gives everyone an equal chance to learn, work and live free from harassment, discrimination and prejudice.
- 2.4 The BCA will ensure that all people irrespective of their age, gender, disability, race, ethnic origin, religious or political beliefs, colour, social status, or sexual orientation have a genuine and equal opportunity to participate in cheerleading, and believe that all participants being either a cheerleader, coach, club staff member, BCA official, judge, or anyone we meet are treated the same way.
- 2.5 The BCA will, wherever possible, provide all services in a way so they are fair and equal to everyone.
- 2.6 The BCA in its relationship with its members and officials will provide provisions of services so as not to disadvantage any individual by imposing conditions or requirements that cannot be fully justified.
- 2.7 Cheerleaders are role models and ambassadors for the schools and communities they represent. The BCA actively encourages all member clubs to broaden the scope of participation to include and be representative of the diversity within their communities, to seek ways to promote good relations with all sections of the community, and to have club membership reflect the diversity of the community they represent.
- 2.8 The BCA reserves the right to discipline any members or staff who practice any forms of discrimination as laid out in section 2.4 above, taking into account the requirements of statutory legislation.
- 2.9 The BCA will monitor and evaluate this policy on an ongoing basis and will keep clubs informed on relevant issues relating to the implementation of this policy.

### **3 Priority Groups**

3.1 The BCA recognises the priority groups identified by Sport England, and will develop objectives with the aim of increasing participation in cheerleading from these priority groups.

- People from ethnic minority groups
- People from socially excluded communities
- People with disabilities

In addition the BCA will continue to actively promote and encourage increased participation from boys and men.

3.2 The BCA will identify and develop objectives specific to each group to actively promote increased participation.

### **4 Legal Responsibilities**

4.1 The BCA recognises its legal obligations under the following legislation:

- The Race Relations Act (1974)
- The Sex Discrimination Act (1975)
- The Disability Discrimination Act (1998)
- The Children Act (1989)
- The Protection of Children Act (1999)
- The Human Rights Act (1998)
- The Rehabilitation of Offenders Act (1974)
- The Race Relations (Amendment) Act (2000)

4.2 The BCA will ensure that its policies procedures and activities at all times meet the requirements of the legislation, and will actively encourage member clubs to recognise and fulfil their legal obligations to tackle discrimination.

### **5 Commitment Objectives**

The BCA will:

- 5.1 Create and maintain an Equality Action Plan to tackle direct and indirect discrimination, and promote equality throughout cheerleading.
- 5.2 Inform and educate member clubs in the implementation of this policy and action plan, giving positive support and encouragement in support of this policy.
- 5.3 Provide information on relevant training courses, and encourage member clubs to have at least one person per club trained.
- 5.4 On an annual basis to review this policy, together with related policies standards and procedures, and to monitor this policy on an ongoing basis.
- 5.5 Take positive action to eliminate discrimination in cheerleading in partnership with Sporting Equals.