



Inclusion Policy – All Gymnastics Programs

Purpose

Brighton Rec Gymnastics is committed to creating a welcoming, safe and inclusive environment where all participants feel valued, respected and supported. This policy outlines our approach to ensuring every gymnast, regardless of ability, background or individual needs, can participate meaningfully in our programs.

Policy Statement

We believe that gymnastics is for everyone. Our programs are designed to be inclusive and adaptable, supporting the diverse needs of our community while maintaining a safe and positive learning environment.

Our Commitment to Inclusion

We are committed to:

- Providing equal opportunities for all gymnasts to participate and progress
 - Treating all participants with respect, dignity and fairness
 - Creating an environment free from discrimination, bullying and exclusion
 - Supporting individual differences, including physical, cognitive and neurodevelopmental needs
 - Encouraging a culture of kindness, support and belonging
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Inclusive Coaching Practices

Coaches are expected to:

- Use clear, age-appropriate and inclusive language
 - Adapt activities to suit a range of abilities and learning styles
 - Provide progressions and regressions for all skills
 - Offer additional support where required while promoting independence
 - Be patient, flexible and responsive to individual needs
 - Encourage positive peer interactions and teamwork
 - Maintain awareness of each gymnast's capabilities and comfort levels
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Supporting Individual Needs

To support inclusive participation, we will:

- Work collaboratively with families to understand each gymnast's needs
- Encourage families to provide relevant information to assist with participation
- Make reasonable adjustments to activities, equipment or class structure where possible
- Provide clear communication regarding class expectations and requirements
- Support transitions and routines to help gymnasts feel comfortable and secure

Safe & Respectful Environment

All staff, gymnasts and families are expected to:

- Demonstrate respect and consideration for others
- Follow all Participation and Behavioural Policies
- Promote a positive and inclusive class culture
- Report any concerns regarding exclusion, bullying or unsafe behaviour

Limitations

While we are committed to inclusion, there may be instances where:

- A participant requires additional support beyond what can be safely provided in a group class setting
- Modifications may be limited due to safety, staffing ratios or equipment constraints

In these cases, we will work with families to explore alternative options or provide recommendations where possible.

Responsibility

- **Coaches** are responsible for implementing inclusive practices in all classes
- **Management** is responsible for supporting staff with training and resources
- **Families** are responsible for providing accurate and up-to-date information regarding their child's needs

Review

This policy will be reviewed regularly to ensure it remains effective and reflective of best practice in inclusive sport and recreation.

Brighton Rec Gymnastics

Committed to creating a space where every gymnast belongs.