
1.0 Policy Statement

1.1 Drum n Bounce & Dubstretch Fitness is committed to:

- ensuring that members and applicants are treated fairly in an environment which is free from any form of discrimination
- developing, maintaining and supporting a culture of equality and diversity in which people are treated equitably, and where they can realise their potential whatever their age, race, colour, nationality, ethnic origin, creed, disability, sexual orientation, sex, gender identity, marital or civil partnership status, parental status, religion, belief or non-belief, social or economic class, employment status, or any other criteria that cannot be shown to be properly justifiable
- ensuring that there will be open access to all those who wish to participate in all aspects of group exercise activities, and they are treated fairly

1.2 Equality of opportunity and inclusivity is fundamental to our vision and values. Our practices are implemented to prevent and tackle any potential or current discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against its members, participants or volunteers.

2.0 Scope

This policy applies to:

- members of Drum n Bounce & Dubstretch Fitness
- all those who wish to participate in all aspects of group exercise

3.0 Aims

3.1 The aim of this policy is to ensure that every member of Drum n Bounce & Dubstretch Fitness is treated fairly and with dignity and respect.

3.2 Drum n Bounce & Dubstretch Fitness will ensure that its policies, procedures and practices comply with current legislation.

4.0 Responsibilities

- 4.1 The founder is responsible for ensuring that this policy is followed and to deal with any actual or potential breaches.
- 4.2 The founder has the overall responsibility for the implementation of this policy and achieving the equality action plan.
- 4.3 All members have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy and, where appropriate, individual work programmes will be amended to include equity related tasks.

5.0 Implementation and Monitoring

- 5.1 Drum n Bounce & Dubstretch Fitness will ensure that members are made aware of our Equality and Diversity Policy during their training and as appropriate throughout their engagement.
- 5.2 A copy of this document will be available to all members of Drum n Bounce & Dubstretch Fitness.
- 5.3 Measures to ensure that practices are non-discriminatory will be implemented.
- 5.4 No applicant will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the role or which constitute unfair discrimination.
- 5.5 Equality and diversity will be considered at the outset in the development of all products, services and programmes.
- 5.6 Monitoring will be undertaken by evaluating feedback, both positive and negative from our members and from any other means that such feedback is received.

6.0 Communication

- 6.1 This Policy will be available in all training.
- 6.2 A summary of any revisions will be published via appropriate communications.
- 6.3 This Policy will be available on the Drum n Bounce & Dubstretch Fitness website.

7.0 Complaints

- 7.1 Senior members are responsible for dealing with complaints under this policy.
- 7.2 A member who believes they have not been treated equitably in accordance with the Equality and Diversity Policy should raise the matter with the founder in the first instance.
- 7.3 No member will be victimised for bringing a complaint under this policy.

8.0 Further Assistance

If you have any questions which relate to this policy or if you wish to discuss any instances of discrimination or inequality you have witnessed or experienced, please contact the founder of Drum n Bounce & Dubstretch Fitness.