

## Equality Policy

Alton and District Swimming Club (“the club”) is fully committed to the principles of equality of opportunity in employment, volunteering and swimming. It is responsible for ensuring that no member, volunteer or employee or person within its jurisdiction (together “Stakeholders”) are unlawfully discriminated against because of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, religion or belief, sex or sexual orientation (Protected Characteristics under the Equalities Act 2010) or any other irrelevant characteristic.

The club considers swimming to be “Sport for All” - it can and should be made accessible to everyone, to the greatest extent possible.

The club will ensure that equality is incorporated in all aspects of its activities.

The club also seeks to fulfil Swim England’s Equality and Diversity Policy objectives which state:

The organisation is committed to ensuring that everyone has the right to enjoy sport in an environment free from threat of discrimination, intimidation, harassment and abuse.

All members have a responsibility to challenge discriminatory behaviour and to promote equality of opportunity. These responsibilities are set out in our codes of conduct for swimmers, parents, volunteers and coaches.

The organisation will deal with any incident of discriminatory behaviour seriously, in accordance with the club codes of conduct.

The full Swim England Equality and Diversity Policy along with further useful information can be found at [swimming.org/swimengland/equality-and-diversity/](http://swimming.org/swimengland/equality-and-diversity/).

