



CITY OF DERBY SWIMMING CLUB

Affiliated to Swim England East Midland and Derbyshire Regions

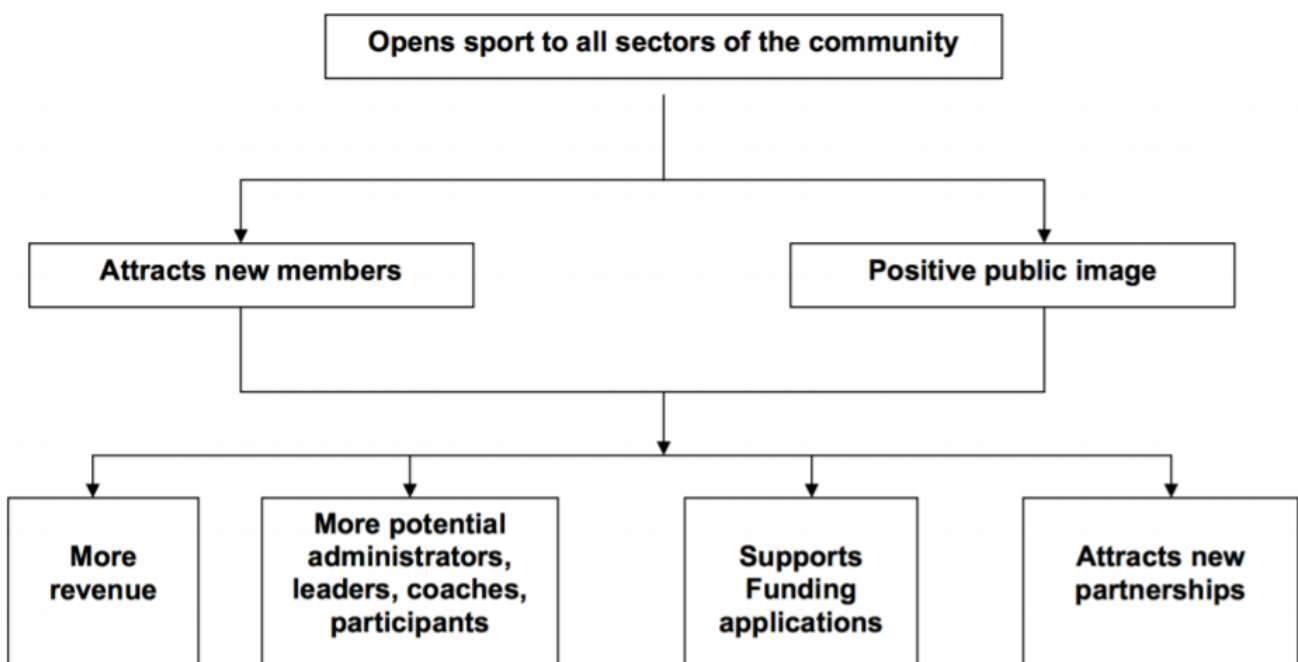
Equity Statement

The City of Derby Swimming Club is committed to treat everyone equally within the context of their activity, regardless of sex, ethnic origin, religion, disability, age, sexual orientation or political persuasion. The Club will ensure that equity as stated in the club rules is incorporated in all aspects of its activities and also recognises and adopts the Sport England definition of Sports Equity:

Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society, whatever their age, ability, gender, race, ethnicity, sexuality or socio-economic status.

The Club is committed to everyone having the right to enjoy their sport in an environment free from threat of discrimination, intimidation, harassment and abuse. All Club members have a responsibility to challenge discriminatory behaviour and promote equality of opportunity. The Club will deal with any incidence of discriminatory behaviour seriously, according to the club disciplinary procedures.

Benefits of Sports Equity



Equal Opportunity in Swimming

'Equal Opportunity is about celebrating difference and diversity and as such providing a swimming structure that can respond to this in a proactive and positive manner'.

Swim England and British Swimming is totally committed to the principles and practice of equal opportunities across all of its aquatic disciplines, both as an employer, provider and as facilitator of such practices by all its members. In our work with key partners, such as the athletes, clubs, teachers, coaches, officials and administrators, we will advocate our policies make every effort to ensure that all participation has equity at its core.

Swimming is a 'sport for all'. It can and should be enjoyed and made accessible to everyone and to achieve this:

- The club is committed to work towards ensuring that swimming is accessible to the many, rather than the few.
- The club recognizes the need to acknowledge the diversity of provision that is required to ensure that all people, regardless of their race, sex/gender, disability, age, sexual orientation, social or economic background can access swimming and develop at a level that is appropriate to them.
- The club recognizes the need to celebrate differences and diversity of provision as a means of creating entitlement and accessibility to our structures.
- The club recognizes that equal opportunity is about recognizing that people are different and therefore require different provision.
- The club recognizes the need to consult widely in order to respond to diversity.

Addressing Equal Opportunities

In addressing equal opportunities, the club will respond to issues of equity by:

- Recognising that swimming as an organisation – our staff, athletes, coaches, officials and volunteers need to adapt and work flexibly in order to respond to the needs of a wide and diverse range of people.
- Take positive action to increase the involvement from under represented groups in all aspects of our organisation, participation, coaching, officialdom etc.