



# CITY of SOUTHAMPTON SWIMMING CLUB

## Equality, Diversity and Inclusion Statement

March 2018

The ASA and British Swimming have committed themselves to tackling forms of discrimination and to strive to become inclusive of all those who want to participate in swimming (as competitors, officials, coaches and administrators) irrespective of their race, gender, disability, age, sexual orientation, faith or ability and the City of Southampton Swimming Club (CSSC) adheres to this commitment.

This Policy Statement includes commitment to address equality, diversity and inclusion in swimming. To this end the following discrimination will not be tolerated:

- Harassment
- Bullying
- Abusive or insensitive language
- Inappropriate behavior detrimental to any individuals or groups of individuals

Every member and supporter of the club is responsible for supporting equality, diversity and inclusion within the club.

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.

CSSC 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.

We recognize that equal opportunity is about recognizing that people are different and therefore require different provision.

In addressing equal opportunities, CSSC will respond to issues of diversity and inclusion by:

- Recognizing that we must adapt and work flexibly in order to respond to the needs of a wide and diverse range of people.
- Taking positive action to increase the involvement from underrepresented groups in all aspects of our club.



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In doing so CSSC alongside the ASA/British Swimming supports four key principles as being fundamental to ensuring that everyone can participate in the sport of swimming and the achievement of equality of opportunity:

**Entitlement:** People have a right to participate in and access quality and appropriate experiences within swimming.

**Accessibility:** It is our responsibility to adapt provision to fit the needs of the many.

**Inclusion:** Wherever and whenever possible, all to access the same provision.

**Integrity:** Whatever we do to change or adapt provision, it must be of equal worth, challenging, relevant and in no way patronizing.



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