



## **EATON SQUARE SWIMMING CLUB**

### **CLUB EQUITY POLICY STATEMENT**

#### **Sports Equity**

1. The 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.
2. 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:
3. '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.'
4. 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.
5. All Club members have a responsibility to challenge discriminatory behaviour and promote equality of opportunity.
6. The Club will deal with an instances of discriminatory behaviour both seriously and according to the club disciplinary procedure.

#### **Equal Opportunity**

1. The Club, in addressing equal opportunities, will respond to issues of equity by:
  - Recognising that the Club (our workforce, swimmers, coaches, teachers, officials and administrators) needs 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 the Club: administration, coaching, volunteering and participation.
  - To ensure that, wherever and whenever possible, all members have equal access to the benefits of the club, be that training sessions, competitions or club events of any nature.
2. The Club is committed to encouraging membership from a wide range of backgrounds.
3. The Club will:
  - Promote an honest and open culture that values diversity.



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- Work to redress any effects of discrimination.
- Promote attitudes and working practices (a) to ensure that everyone can feel a valued member of the Club and (b) that recognise different needs.
- Ensure that appropriate training and development opportunities are available to all those involved with the running of the Club.

Further, the Club adheres to the Swim England Equality and Diversity Policy:

<https://www.swimming.org/swimengland/equality-and-diversity/>