

Equity Policy Statement

Reading Swimming Club (RSC) is committed to treating everyone equally within the context of their activity, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation or any other relevant characteristic.

The Club will ensure that equality 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.

RSC have addressed the above in line with Swim England's recommendations as follows:

1. Club policies make it clear that all children, young people and vulnerable adults have equal rights to protection.
2. The Club gives guidance on child protection through policies and procedures as detailed through [Wavepower 2020/23](#).
3. The Club have codes of conduct that expect all members and adults concerned with the Club to treat children with dignity, fairness, and respect.
4. The Club have codes of conduct that make it clear that discrimination, offensive or violent behaviour is not acceptable, and complaints will be acted upon.
5. The Club has a complaints procedure that is open and observes the following: all parties are fairly treated; the complainant has the opportunity to present their case; and the accused has the opportunity to respond.

The Swim England [Equality Policy](#) and further useful information and equality guidance for clubs can be found at <https://www.swimming.org>