



Equality Statement

Ren96 is committed to treat 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 sportScotland's definition of Sports Equality:

Sports equality 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.

Scottish Swimming is fully committed to the principles of Equality and equal opportunities and is responsible for ensuring that no job applicant, employee or member receives less favourable treatment on the grounds of a protected characteristic. Scottish Swimming's vision is "to ensure that every single person in Scotland has access to quality swimming programmes, regardless of age or ability".¹ To this end Scottish Swimming will endeavour to provide open access to all those who wish to participate in swimming within the competitive environment through its organisation of affiliated clubs and it will work closely with key partners and local authorities to help influence other organisations do the same within different aspects of the sport.

'Scottish Swimming considers the aquatic disciplines to provide "sport for all". They can and should be made accessible to everyone, to the greatest extent possible'.

Ren96 is committed to everyone having the right to enjoy their sport in an environment free from the threat of discrimination, intimidation, harassment and abuse.

Ren96 members have a responsibility to challenge discriminatory behaviour and promote equality of opportunity.

Ren96 will deal with any incidents of discriminatory behaviour seriously, according to the Club disciplinary procedures.