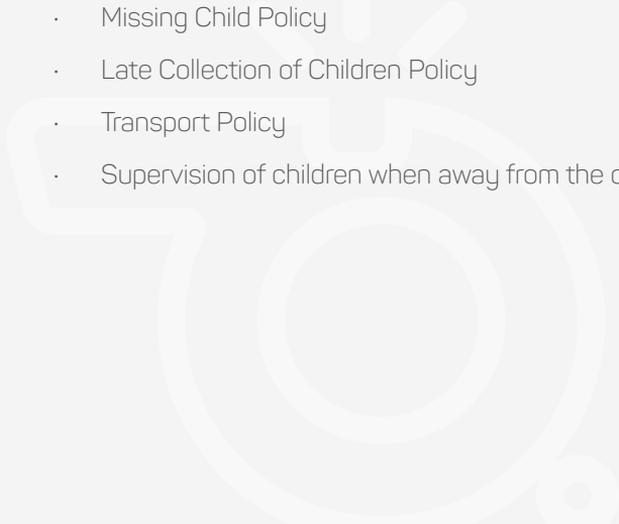




SECTION 2.4

Policies, Procedures and Guidance

· Swim England Equality and Diversity Policy	69
· Anti-Bullying Policy	70
· Concerns regarding a young person self-harming	75
· Contextual Safeguarding	79
· Changing Room Policy	80
· Guidance on indecent/child abuse images of children	82
· Swim England Photography Guidance	86
· Online contact and communication with children	89
· Guidance on the use of social networking	92
· Guidance on lane sharing between adults and children	96
· Guidance for children and adults training and competing together in water polo	98
· Missing Child Policy	100
· Late Collection of Children Policy	101
· Transport Policy	102
· Supervision of children when away from the organisation	103





Swim England Equality and Diversity Policy

The organisation is committed to treating everyone equally regardless of their age, level of ability or disability, gender (including gender reassignment), marital and civil partnership status, pregnancy or maternity, race, religion or belief, sexual orientation or any other relevant characteristic.

The organisation will ensure that equality is incorporated in all aspects of its activities.

The organisation also seeks to fulfil Swim England's Equality and Diversity Policy objectives which state:

"Swim England and its subsidiaries are fully committed to the principles and practice of equality of opportunity in all its functions: as an employer, membership organisation, awarding body, in its training and development of teachers and coaches; involvement with officials and administrators; as an advisor to swimming pool designers and operators and as a facilitator of the aquatic disciplines by all its members. It is responsible for ensuring that no job applicant, employee, volunteer, member, service user or person within its jurisdiction (together 'Stakeholders') are unlawfully discriminated against because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (together the 'Protected Characteristics under the Equality Act 2010') or any other irrelevant characteristic".

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

The organisation is committed to ensuring that everyone has the right to enjoy sport in an environment free from threat of discrimination, intimidation, harassment and abuse.

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

The organisation will deal with any incidents of discriminatory behaviour seriously, in accordance with the organisation's disciplinary procedures.

The full Swim England Equality and Diversity Policy along with further useful information can be found at swimming.org/swimengland/equality-and-diversity/.