



Newbury District Swimming Club

Equality and Diversity Policy Statement

Newbury District Swimming Club (NDSC) is committed to treat everyone equally, regardless of age, level of ability or disability, gender (including gender reassignment), marriage and civil partnership status, pregnancy and maternity, race, religion or belief, 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 Equality and Diversity in sport.

Sport England believes sporting opportunities should be open to all and are committed to:

- *Developing a culture that enables and values everyone's full involvement.*
- *Creating an environment in which everyone has opportunities to play, compete, officiate, coach, volunteer and run community sport.*
- *Overcoming potential barriers for those wishing to play sport, particularly if they are from groups who are currently under-represented in sport.*

Newbury District Swimming Club has addressed the above in line with Amateur Swimming Association (ASA) recommendations as follows:

1. Club policies make it clear that everyone has the right to enjoy sport in an environment free from threat of discrimination, intimidation, harassment or abuse.
2. The club gives guidance on child protection through policies and procedures through the ASA and Wavepower 2016-19.
3. The club has Codes of Conduct that expect all members and adults concerned with the Club to treat children with dignity, fairness and respect.
4. All members of the organisation have the responsibility to challenge discriminatory behaviour and to promote equality of opportunity.
5. The Club has Codes of Conduct that make it clear that discrimination, offensive or violent behaviour is not acceptable and complaints will be acted upon.
6. 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 ASA Equality and Diversity Policy and further useful information and Equality Guidance for clubs can be found at www.swimming.org/asa