



Eastbourne Otters Equality Policy Statement

Eastbourne Otters is committed to treating everyone – staff, swimmers, parents *– equally, regardless of their age, disability, race, sex, religion or belief, gender identification, sexual orientation, marriage or civil partnership status, pregnancy and parental status (Protected under The Equality Act 2010), or any other irrelevant characteristics.

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.’ Eastbourne Otters fully recognizes and adopts the Swim England definition of Sports Equity: *“Sports equity is about fairness in sport, equality of access, recognizing 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, race, gender, sexuality or socio-economic status.”*

- Eastbourne Otters Swim School will ensure that Equality, as defined in its rules, will be incorporated into every aspect of all its activities.
- The Swim School is committed to everyone having the right to enjoy their sport in an environment free from the threat of discrimination, intimidation, harassment and abuse.
- All Otters staff have a responsibility to challenge discriminatory behaviour and to promote equality of opportunity at all times.
- Eastbourne Otters will deal with any incidences of discriminatory or abusive language or behaviour seriously, in accordance with our Swim School disciplinary procedures,

The full Swim England Equality Policy and further equity guidance and information can be found at www.swimming.org/Wavepower 2020-23

* ‘Staff’ includes both employed and volunteer, full and part-time and permanent and temporary staff. ‘Parents’ includes any adult with the parental responsibility for a swimmer under 18.