

# **Sedbergh Swimming Club**

## **Equality and Diversity Policy**

Sedbergh Swimming Club strives to be a successful, caring and welcoming place for children and adults to swim. The Club recognises that discrimination and victimisation is unacceptable and the Club wants to ensure that no employee, volunteer or member receives less favourable facilities or treatment (either directly or indirectly) on grounds of age, disability, gender/gender reassignment, marriage/civil partnership, pregnancy/ maternity, race, religion or belief, sex, or sexual orientation.

We oppose all forms of unlawful and unfair discrimination or victimisation. To that end the purpose of this policy is to provide equality and fairness for all in our Club, and as such all swimming teachers, volunteers and members of the Club, will be treated fairly and with respect.

### **Legal Responsibilities**

The rights of our members, our staff and volunteers are protected by anti-discrimination legislation including –

- The Equality Act 2010
- Employment Rights Act 1996

### **Our Commitment**

- To create an environment in which individual differences and the contributions of all our members are recognised and valued.
- All members are entitled to a learning environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all swimming teachers
- We will review all our practices and procedures to ensure fairness.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy is fully supported by the Committee
- The policy will be monitored and reviewed regularly.

### **Responsibilities**

Responsibility for ensuring the effective implementation and operation of the arrangements will rest with the Chair of the Swimming Club, who will ensure that all swimming teachers and volunteers of the club operate within this policy, and that all reasonable and practical steps are taken to avoid discrimination.

Responsibility for ensuring that there is no unlawful discrimination rests with all swimming teachers and volunteers and the attitudes of our teachers and volunteers are crucial to the successful operation of practices. In particular, all members should:

- comply with the policy and arrangements;

- not discriminate in their day to day activities or induce others to do so;
- not victimise, harass or intimidate other staff or groups who have, or are perceived to have one of the protected characteristics;
- ensure no individual is discriminated against or harassed because of their association with another individual who has a protected characteristic;
- inform the Chair if they become aware of any discriminatory practice.

### **Comments and Concerns**

If you believe you have been treated in any way contrary to this policy or you have any comments on how we can ensure it works better, please contact the Chair. We will investigate your concerns and take appropriate action..

### **Monitoring and review**

We will monitor the effectiveness of this policy and the impact on all relevant policies and practices. This review will happen whenever necessary and as a minimum annually.

Reviewed 14/3/23