



Equality, Diversity and Inclusion Policy

“Equal opportunity is about celebrating difference and diversity and as such providing a swimming structure that can respond to this in a proactive and positive manner”.

Newtown Swimming Club is totally committed to the principles and practice of equal opportunities. The Club will aim to become an organisation that values diversity and in order to achieve this we recognise that there must be clear lines of responsibility. The Committee along with the Head Coach have overall accountability for ensuring the implementation of the equality policy.

Swimming is a “sport for all”. It can and should be enjoyed and made accessible to everyone and to achieve this, the Club will:

- work towards ensuring that swimming is accessible to the many rather than the few;
- recognise the need to acknowledge the diversity of provision that is required to ensure that all people, regardless of their race, sex/gender, disability, age, sexual orientation, social or economic background can access our structures and pathways;
- recognise the need to celebrate difference and diversity of provision as a means of creating entitlement and accessibility to all of our structures;
- recognise that equal opportunity requires an environment that is able to offer the same opportunities to different people;
- recognise the need to consult widely in order to respond to diversity.

The Club will endeavor to respond to issues by:

- providing and implementing a policy to protect participants from discrimination;
- recognising that as an organisation – our swimmers, coaches, helpers and committee members need to adapt and work flexibly in order to respond to the needs of a wide and diverse range of people;
- ensure that best practice is extensively promoted and expect everyone involved at the Club to follow this policy;
- take action against anyone not adhering to the Club policies;
- ensure that the Equality, Diversity and Inclusion Policy is read and understood by all;
- respond to all concerns, and implement the appropriate disciplinary and appeals procedure.

Entitlement:	People have a right to participate in and access quality and appropriate experiences within aquatic activity.
Accessibility:	It is the responsibility of all at Newtown Swimming Club to adapt provision to fit the needs of all.
Inclusion:	Wherever and whenever possible, all participants to access the same provision.
Integrity:	Whatever we do as a Club to change or adapt provision, it must be of equal worth, challenging, relevant and in no way patronising.

Newtown Swimming Club is committed to encouraging membership from all sectors of the community. To achieve this we undertake to:

- promote an open and honest environment that values diversity;
- communicate widely, ensuring that our messages can be understood by all;
- encourage the involvement of all people regardless of their gender, race, ability, age, sexual orientation, religious views and beliefs and social background;
- change attitudes and working practices to ensure that everyone can feel a valued member of the association.

Teachers and Coaches

In our training and development of coaches and helpers, we will strive to ensure that they:

- establish and implement professional and ethical values and practice;
- promote and apply the principles and practices of equal opportunities;
- promote positive images of people with special needs;
- have a commitment to providing entitlement and access to all their professional activities;
- encourage high expectations and standards of achievement from all they teach;
- involve everyone in meaningful and appropriate activity to ensure a quality experience;
- help everyone to achieve their full potential;
- are able to access appropriate training opportunities relating to the implementation of the Equal Opportunities policy.

Committee Members

We will expect them to:

- adopt, promote and practice the values of the Club;
- ensure that participation can be enjoyed by all;
- provide meaningful and appropriate experiences which recognise and value the diversity of the participants;
- actively encourage the participation and involvement of people from disadvantaged groups of the community.