



Stafford Apex Swimming Club

Equality and Diversity Policy

Stafford Apex Swimming Club 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 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 Sports Equity: *Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure that it become equally accessible to all members of society, whatever their age, ability, gender, race, ethnicity, sexuality or socio-economic status.*

The Club 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 adviser 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 Club 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 Club members have a responsibility to challenge discriminatory behaviour and to promote equality of opportunity.

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

DISABLED SWIMMERS

To support the above equality and diversity statement Stafford Apex Swimming Club will endeavour to meet the needs of all swimmers, irrespective of disability, to participate fully in a manner that accepts them as 'a child first' with the disability second by:

1. Encouraging all swimmers to achieve their full potential
2. Seeking advice from recognised sports organisations that assist disabled swimmers as recognised in the Wavepower 2020-2023 document
3. Coordinating policy and programmes for individual swimmers with disabilities with the appropriate recognised sports organisations
4. Encouraging and aiding swimmers with disabilities to participate in training and competition