

# **Lordsfield Swimming Club Equality Policy**

## **Introduction**

We believe that all Volunteers and Members of Lordsfield Swimming Club should have the opportunity to fulfil their potential whatever their background, identity and circumstances.

We are committed to creating an ethos that recognises and celebrates difference within a culture of respect and co-operation.

We appreciate that a culture which promotes equality will create a positive environment and a shared sense of belonging for all.

We recognise that equality will only be achieved by everyone working together - Volunteers, Trustees, Members and Children.

This document outlines the principles which will guide our approach to working with our Members.

## **National and Legal Context**

We recognise that we have duties under the Equality Act 2010 in relation to the swimming club to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age), disability, race, gender (including issues of transgender), religion, belief and sexual orientation .

We also appreciate that these duties reflect the international human rights standards as expressed in the UN Convention on Rights of the Child, the UN Convention on the Rights of People with Disabilities, and the Human Rights Act 1998.

## **Club Context**

Lordsfield Swimming Club is a Club for children and youngsters (under 1 year to 16 years) living within the boundaries of Overton Parish. The Club also provides swimming and other activities for adults and young adults.

The Club is run solely by volunteers.

## **Vision Statement**

At Lordsfield Swimming Club we will provide a safe and supportive environment which enables each Club member to develop the skills and confidence in the water.

We will achieve this by:

- Providing a safe swimming environment.
- Promote effective working partnerships with Volunteers
- Developing all pupils swimming skills

## **Principles**

To fulfil our legal obligations, we are guided by a number of principles.

### **1. All Volunteers and Members are of equal value**

We see all members and volunteers as of equal value:

- Whether or not they are disabled
- Whatever their ethnicity, culture, national origin or national status
- Whatever their gender and gender identity
- Whatever their sexual orientation
- Whatever their age

### **2. We recognise and respect difference**

We recognise that treating people equally does not necessarily involve treating them all the same. We recognise that our policies, procedures and activities must not discriminate but must take account of diversity and the kinds of barriers and disadvantage Members and Volunteers may face in relation to their protected characteristics:

- Disability - we understand that reasonable adjustments may need to be made.
- Gender (including transgender) - we recognise that girls and boys, men and women have different needs.
- Ethnicity and race - we appreciate that all have different experiences as a result of our ethnic and racial backgrounds.
- Age - we value the diversity in age.

- Sexual orientation - we respect that individuals have the right to determine their own sexual identity and that they should not experience disadvantage as a result of their preference. The Club will cater for this where possible.

### **3. We foster positive attitudes and relationships, and a shared sense of cohesion and belonging**

We intend that our policies, procedures and activities should promote:

- positive attitudes and interaction between groups and communities different from each other.
- an absence of harassment, victimisation and discrimination in relation to any protected characteristics.

### **4. We aim to reduce and remove inequalities and barriers that already exist**

We intend that our policies, procedures and activities avoid or minimise any possible negative impacts and we aim to reduce inequalities that exist between groups and communities different from each other.

### **Application of the principles within this policy statement:**

The principles outlined in the policy statement will be applied and reflected in:

- Our policies and practice in relation to Members' behaviour, discipline and exclusions from the pool site

### **Addressing prejudice and prejudice-related bullying**

The Club is opposed to all forms of prejudice including, but not limited to, prejudice related to protected characteristics. We will ensure that prejudice-related incidents in relation to Volunteers and Members are recorded and dealt with appropriately.

### **Roles and responsibilities**

The Trustees are responsible for ensuring that the Club complies with legislation, and that this policy and its related procedures are implemented and that arrangements are in place to deal with any concerns or unlawful action that arises.

The Management Committee is responsible for implementation of this policy, ensuring that all Volunteers and Members are aware of their responsibilities and for taking

appropriate action in any cases of unlawful discrimination, harassment or victimisation.

All staff are expected to work in accordance with the principles outlined in this policy to:

- deal with any prejudice-related incidents that may occur
- support Members who have additional needs

**Date approved by the Trustees: July 2022**

**Date for policy review: July 2024**