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## Equity Policy

The Survive and Save Club is committed to treat everyone equally within the context of their activity regardless of gender, origin, religion, age, sexual orientation or political persuasion.

The Club will ensure that equity, as stated in the club rules, is incorporated in all aspects of its activities and also recognises and adopts the Sports 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 becomes equally accessible to all members of society, whatever their age, ability, gender, race, ethnicity, sexuality or socio-economic status.

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

The Club will deal with any incidence of discriminatory behaviour seriously, according to the club disciplinary procedures.

Swimming is a 'sport for all'. It can and should be enjoyed and made accessible to everyone and to achieve this:

- The Club is committed to work towards ensuring that swimming is accessible to the many, rather than the few.
- We recognise the need to acknowledge the diversity of provision that is required to ensure that all people, regardless of their race, gender, disability, age, sexual orientation, social or economic background can access swimming and develop at a level that is appropriate to them.
- We recognise the need to celebrate difference and diversity of provision as a means of creating entitlement and accessibility to our structures.
- We recognise that equal opportunity is about knowing people are different and therefore require different provision.
- We recognise the need to consult widely in order to respond to diversity.

### Addressing equal opportunities

In addressing equal opportunities, Survive and Save Club will respond to issues of equity by:

- Recognising that swimming as an organisation, our staff, swimmers, coaches, teachers, officials and administrators need to adapt and work flexibly in order to respond to the needs of a wide and diverse range of people.
- Take positive action to increase the involvement from underrepresented groups in all aspects of our organisation.

In doing so Survive and Save Club supports four key principles as being fundamental to ensuring that everyone can participate in our sport and the achievement of equality of opportunity:



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- Entitlement:** People have a right to participate in and access quality and appropriate experiences within swimming.
- Accessibility:** It is the responsibility of the Club - our teachers, coaches, officials and administrators - to adapt provision to fit the needs of the many.
- Inclusion:** Wherever and whenever possible, all to access the same provision.
- Integrity:** Whatever we do as an organisation to change or adapt provision, it must be of equal worth, challenging, relevant and in no way patronising.

### **Lines of responsibility**

We will strive to become an organisation that values diversity and in order to achieve this we recognise that there must be clear lines of responsibility between all segments of the organisation.