



## Chelmsford City Swimming Club Equality Policy

### Equality Policy Statement

“Chelmsford City Swimming Club respects the rights, dignity and worth of every person and is committed to treat everyone equally regardless of age, gender, ability, disability, ethnicity, religious belief, sexual orientation, social/economic status or political persuasion.”

### Equal Opportunity in Swimming

‘Equal Opportunity in all water sports is about celebrating difference and diversity and as such providing a structure that can respond to this in a proactive and positive manner.’

### Addressing Equal Opportunities

In addressing equal opportunities, Chelmsford City Swimming Club will ensure that equality (as stated in the club rules) is incorporated into all aspects of its activities, and in doing so, recognises and adopts the following Sport England definition of Sports Equality:

“Sports Equality 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 it becomes equally accessible to all members of society.”

Chelmsford City Swimming Club also supports the following four key principles as being fundamental to ensuring equality in our sport.

**Entitlement:** People have a right to participate in and access quality and appropriate experiences within all water sports provided by Chelmsford City Swimming Club.

**Accessibility:** It is the responsibility of the club to adapt provision to fit the needs of the many.

**Inclusion:** Wherever and whenever possible, we will make every effort to ensure all have access to the same quality of provision, and if necessary, we will use positive action to ensure this.

**Integrity:** Whatever we do as a club in changing or adopting provision, it must be of equal worth, challenging, relevant and in no way patronising.

### Equality Policy

In addressing these key principles, Chelmsford City Swimming Club and all its members undertake to respond to issues of equality by:

- Recognising that all water sports provided by the Club are ‘Sports for all’. They can and should be enjoyed and made accessible to everyone.
- Positively encouraging involvement, membership and participation from all sectors of the community, regardless of their gender, race, disability, age and social background, ensuring that water sports are accessible to the many rather than the few.
- Acknowledging that equal opportunity is about recognising that people are different and therefore require different provision.



- Taking positive action to increase the involvement from under represented groups in all aspects of our club.
- Recognising that as a club, we need to adapt and work flexibly in order to respond to the needs of a wide and diverse range of people.
- Promoting an open and honest culture that values diversity and promotes equality of opportunity.
- Ensuring that everyone feels a valued member of our club.
- Opposing discriminatory behaviour and dealing with any incidence of discriminatory behaviour seriously, according to the ASA's 'Code of Ethics' and the Club disciplinary procedures.

### **Membership**

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

- Promote an open and honest culture that values diversity.
- Communicate widely, ensuring that our messages can be understood and appreciated by all.
- Positively encourage the involvement of all people, regardless of their gender, race, disability, age and social background.
- Work to redress the effects of discrimination.
- Change attitudes and working practices to ensure that everyone can feel a valued member of the Association.

### **Teaching and Coaching**

In our training and development of Teachers and Coaches, we will strive to ensure that they:

- Adopt, promote and practice the principles and practices of equal opportunities.
- Promote positive images of people with special needs.
- Are committed to providing entitlement and access to all their professional activities.
- Encourage high expectations and standards of achievement from all they coach.
- Involve everyone in meaningful and appropriate activity to ensure a quality experience.
- Help everyone to achieve his or her full potential.
- Ensure that participation can be enjoyed by all.

### **Officials and Administrators**

In our involvement of officials and administrators we will expect them to:

- Adopt, promote and practice the values of the Association.
- Ensure that all can enjoy participation.
- 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.