



Swim England Equality and Diversity Policy

Oldbury Swimming and Triathlon Club is committed to ensuring that swimming is accessible to all members of society, regardless of their age, ability, gender, race, ethnicity, sexuality, or socio-economic status.

The organisation will ensure that equality is incorporated into all aspects of its activities and recognises and adopts the Sport England definition of Equality and Diversity in sport:

Sport England stands for everybody, from every background, in every place, having an equal chance to be active and benefit from it.

Their aim is for a sporting system that's truly inclusive and properly reflective of UK society.

The organisation also seeks to fulfil Swim England's Equality and Diversity Policy objectives which state:

“The Amateur Swimming Association (Swim England) Limited 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 advisor 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.

The 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 organisation is committed to ensuring that everyone has the right to enjoy sport in an environment free from the threat of discrimination, intimidation, harassment, or abuse.

All members of the organisation have a responsibility to challenge discriminatory behaviour and to promote equality of opportunity.

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

The full Swim England Equality and Diversity Policy, along with further guidance and useful information can be found at www.swimming.org/swimengland



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