



CITY OF DERBY SWIMMING CLUB



EQUITY STATEMENT

The City of Derby swimming club is committed to the principles and practice of equity, and are proud to welcome, in any capacity, members of society regardless of their age, ability, race, gender, sexual orientation, religious beliefs or social-economic status.

The club is committed to confronting and eliminating discrimination in all of its activities and also recognises and adopts the Sport England definition of Sport Equity:

Sports Equity is about fairness in sport, equality of access, recognizing inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.

All club members have a responsibility to challenge discriminatory behaviour and report such to a senior coach or committee member, so everyone can enjoy swimming in an environment free from threat of discrimination, intimidation, harassment and abuse.

This policy lays out the aims and objectives to provide equity within the City of Derby Swimming Club.

AIMS:

- To ensure all our swimmers can realise their talent and fulfil their potential to "Be the Best They Can Be".
- Respect and value the differences of all individuals and groups and treat people with fairness and dignity.
- To ensure Equity is included in all aspects of the club's activities.



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OBJECTIVES:

- The club will adopt guidelines set out by Sport England on Sports Equity within its activities.
- The club will work closely with its partners in the community to provide a clear path for everyone to gain access to the opportunities within the club.
- The club will encourage and positively promote the recruitment of swimmers, coaches / teachers, officials, club officers from all sectors of the community.
- The club will seek to provide an environment free from discrimination, intimidation, harassment and abuse for all members, staff, and officials.
- The committee will regularly review the clubs culture and structure to ensure it becomes equally accessible to everyone in the community and remove barriers which prevent everyone's full participation in all aspects of club life.
- The committee will address issues of unfairness within the club and ensure the Disciplinary Procedures are used in the event of any discriminatory behaviour.