



EQUITY POLICY

Introduction

'Equal Opportunity is about celebrating difference and diversity and as such providing a swimming structure that can respond to this in a proactive and positive manner'.

Woking Swimming Club is totally committed to the principles and practice of equal opportunities, both as an employer, provider and as facilitator of swimming by all its members. Swimming is a 'sport for all'. It can and should be enjoyed by and made accessible to everyone. To achieve this we will make every effort to ensure that all participation has equity at its core.

Benefits of Sports Equity



Club Equity Policy Statement

Woking Swimming Club is committed to treat everyone equally in the Club, regardless of gender, ethnic origin, religion, disability, age, sexual orientation, social status or political persuasion.

The Club will strive to ensure that equity is incorporated in all aspects of its activities. The Club recognises and adopts the Sport England definition of Sports 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.'

Woking Swimming Club is committed to everyone having the right to enjoy their sport in an environment free from 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.

Woking Swimming Club supports the aims and objectives of the ASA/ASFGB.

Addressing Equal Opportunities

In addressing equal opportunities, Woking Swimming Club will endeavour to respond to issues of equity as laid out by the ASA/ASFGB below by:

- Recognising that the Club as an organisation - our staff, swimmers, coaches, teachers, officials and administrators - needs to adapt and work flexibly in order to respond to the needs of a wide and diverse range of people,
- Taking positive action to increase the involvement from under-represented groups in all aspects of our organisation, participation, coaching, teaching, officialdom etc.

Supporting four key principles as being fundamental to ensuring that everyone can participate in our sport and the achievement of equality of opportunity:

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 quality of provision, and if necessary to use positive action to ensure this:

Integrity: Whatever we do as a Club to change or adopt provision, it must be of equal worth, challenging, relevant and in no way patronising.

Lines of responsibility

Woking Swimming Club 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.

Woking Swimming Club as an employer (of coaches and volunteers)

Woking Swimming Club aspires to provide a diverse workforce, a composition of which reflects that of the broader community in terms of gender, ethnicity and disability. In order to bring about this diversity we undertake to:

- Apply the principles of equity as set out in this policy when recruiting staff/volunteers.
- Provide full and fair considerations for all positions, roles and applications
- Ensure that the training & development needs of all our staff/volunteers are identified and receive fair consideration,
- Wherever possible modify practices and procedures to reduce barriers experienced by members of disadvantaged social groups wishing to work within the Club,
- Maintain full records in recruitment, training and employment and use this information as a means of identifying areas of inequality,
- Require all our employees to undergo relevant training before taking part in recruitment and selection,
- Regularly review our recruitment, selection, training and promotion procedures to ensure that they are fair and reflect current best practice.

Woking Swimming Club as a Membership Organisation

Woking Swimming Club is committed to encouraging membership from all sectors of the community, ensuring that swimming is accessible to the many, rather than the few. 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, developing partnerships with the swimming centres we use, local schools, local community, etc,
- Positively encourage the involvement of all people, regardless of their gender, sexual orientation, race, disability, age and social background,
- Work to redress the effects of discrimination,
- Promote attitudes and working practices that ensure everyone feels a valued member of the Club and that recognise different needs.

Where the club is unable to provide the necessary level of support and coaching required for a member with a disability it will endeavour to identify a swimming club in the local area which will be able to support the members requirements. Clubs in the area currently identified with a disability coach are Staines Swimming Club and Wey Valley Swimming Club.

Teachers and Coaches

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

- Establish and implement professional and ethical values and practice,
- Promote and apply the principals and practices of equal opportunities,
- Promote positive images of people with Special or different needs,
- Ensure appropriate training/development opportunities are available to all our teachers/coaches,
- Encourage high expectations and standards of achievement from all they teach,
- Involve everyone in meaningful and appropriate activity to ensure a quality experience,
- Help everyone to achieve their full potential.

Officials and Administrators

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

- Adopt, promote and practice the values of the Club,
- Ensure that participation can be enjoyed by all,
- 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.