



Equality Policy

Cleethorpes and District Swimming Club Ltd.

Cleethorpes and District Swimming Club (the Club) adopts all contractual policies and procedures defined by their governing body the Amateur Swimming Association (Swim England).

1. Policy Objectives

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 Club considers the aquatic disciplines to provide "sport for all". They can and should be made accessible to everyone, to the greatest extent possible.

Within the organisation, the club aims to build a culture that values meritocracy, openness, fairness, respect and transparency. This is in keeping with the corporate values of respect and belief, commitment and support, innovation and drive, openness and trust.

To that end, all employees, volunteers, clients, members, suppliers and contractors whether permanent or temporary are responsible for the promotion and advancement of this Equality Policy. Supported by Swim England the Club will also encourage partner organisations to adopt and demonstrate their commitment to the principles and practice of equality as set out in this Equality Policy.

2. Purpose of the Policy.

The Club recognises that individuals (and/or certain groups in our society who share one or more Protected Characteristics) may not have been able to participate equally and fully in sports related activities in the past. This Policy has been produced to try to prevent and address any unlawful discrimination or other unfair treatment, whether intentional or unintentional, direct, or indirect, against Stakeholders that may preclude them from participating fully in swimming's related activities.

The Club recognises the diversity of provision that is required in order to ensure that all people regardless of their Protected Characteristics or social or economic background can access swimming and develop at a level that is appropriate to them. CADS also recognises the need to provide different and diverse opportunities as a means of creating entitlement and access. In addition, the club recognises that we live in a diverse society and will endeavour to ensure that all Stakeholders are given the same opportunities regardless of their protected characteristics and or socio-economic backgrounds.

Internally, the club and committee are fully committed to the elimination of unlawful and unfair discrimination and values the differences that a diverse workforce brings to the organisation. This Policy has been produced to try to prevent and address any unlawful discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against the workforce. The Club shall also promote dignity in the workplace through its Commitment to Dignity in the Workplace statement, which forms a related but separate policy of Swim England. Other related but separate HR policies shall also be implemented and/or maintained to further the objectives of Equality and Diversity generally.

3. Legal Requirements.

The Club (supported by Swim England) is required by law not to unlawfully discriminate against its Stakeholders and recognises its legal obligations under, and will abide by the requirements of, the Equality Act 2010, and any equivalent legislation (as amended) in any UK jurisdiction, Jersey, Guernsey or the Isle of Man and any later amendments to such legislation or subsequent equality related legislation that may be relevant to Swim England.

The Club Committee will seek advice each time this Policy is reviewed to ensure it continues to reflect the current legal framework and good practice and fully recognises that discrimination, harassment, bullying, and victimisation are unacceptable.

Unlawful discrimination which can take the following forms:

- **Direct Discrimination:** treating someone less favourably than you would treat others because of a Protected Characteristic.
- **Indirect Discrimination:** applying a provision, criterion, or practice which, on the face of it, applies equally to all but which, in practice can disadvantage individuals with a particular Protected Characteristic. Such requirements or conditions are lawful only if they can be objectively justified.
- **Harassment:** engaging in unwanted conduct relating to a relevant Protected Characteristic or unwanted conduct of a sexual nature where the conduct has the purpose or effect of violating the recipient's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient, or any other individual affected by such conduct. Swim England is committed to ensuring that its Stakeholders are able to conduct their activities free from harassment.
- **Bullying:** the misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence.
- **Victimisation:** subjecting someone to a detriment because he or she has in good faith taken action under the Equality Act 2010 (or equivalent legislation) by bringing proceedings, giving evidence or information in relation to proceedings, making an allegation that a person has contravened the Equality Act 2010 (or equivalent legislation) or doing any other thing for the purpose of or in connection with the Equality Act 2010 (or any equivalent legislation).

The Club regards discrimination, harassment, bullying or victimisation, as described above, as serious misconduct. All complaints will be taken seriously and appropriate measures including disciplinary action may be brought against any Stakeholder who unlawfully discriminates against, harasses, bullies, or victimises any other person.

- **Reasonable Adjustments:** When any decision is made about an individual, the only personal characteristics that may be considered are those that are consistent with any relevant legislation and are relevant to the substance of the decision being made.

The Club recognises that it has a duty to make reasonable adjustments for disabled persons. Adjustments which may include the removal, adaptation, or alterations if the physical features/items make it impossible or unreasonably difficult for disabled people to make use of services. In addition, when acting as a service provider, the Club has an obligation to think ahead and address any barriers that may impede disabled people from accessing its service.

The Club will consider all requests for adjustments and where possible will accommodate reasonable requests and will work with disabled Stakeholders to implement any adjustments that will enable them to participate more fully.

4. Responsibility, Implementation and Communication.

The Club Committee and Directorship are responsible for ensuring that this Equality Policy is implemented, followed, and reviewed when appropriate. In addition, they are also responsible for ensuring that this Equality Policy is enforced, and any breaches are dealt with appropriately.

The Chairman of the Club has the overall responsibility for the implementation of this Equality Policy and will if required consult with a Swim England member appointed as the "Equality Champion." All Team members, Coaches, Teachers and Committee Representatives will ensure fair and inclusive practices will be included in all forms of work within the club and ensure that individual work programmes set by Swim England for all clubs are attended and policies amended to include equality-related tasks where appropriate.

As a Club, Cleethorpes and District Swimming Club will abide by the following policies and processes defined by Swim England (Governing Body):

- Equality Action Plan.
- Diversity Vision Statement.
- Commitment to Dignity in the Workplace Statement.

5. Workforce.

No applicant for any post (including job applicants, volunteers, advisers and suppliers) will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unlawful discrimination.

The Clubs Volunteer Policy shall include reference to the Equality Policy and a copy of this Equality Policy shall be provided to the volunteers. In addition, the club will work alongside appropriate organisations in order to network, promote and exchange best practice.

6. Policy Accessibility.

The Policy and processes will be included in any employee handbook (or equivalent paper or electronic document). Reference will be made to this Equality Policy in any code of conduct. This Equality Policy is for guidance only and will not form part of any contract of employment with any employees.

The Policy will be highlighted in all staff and volunteer inductions; and a copy of this Equality Policy will be publicly available on the Clubs website and copies in other formats will also be available from the Membership Secretary.

The Club will abide by and follow the Swim England Equality Action Plan to ensure the objectives of this Equality Policy are consistently delivered throughout all areas of the organisation; and recognises that, in some cases, to further the principle of equality, an unequal distribution of resources may be required. If appropriate and proportionate, and to the extent that is lawful, the Club with the full support of Swim England will consider positive action or may introduce special measures to assist any group with a Protected Characteristic which is currently underrepresented within any group of Stakeholders.

7. Monitoring and Evaluation.

This Equality Policy will remain in force until it is amended, replaced, or withdrawn. A review of this Equality Policy will take place as and when required, but not less than once every three years.

8. Complaints Procedures.

To safeguard individual rights under this Equality Policy, any Stakeholder who believes they have suffered inequitable treatment within the scope of this Equality Policy may raise the matter through the appropriate procedure. In the event that it is a complaint regarding this Policy or another policy, the complaint shall be directed to the Welfare Officer and Chairman of the Club (supported by the HR Team) unless otherwise prescribed in that policy. Where assistance is needed in identifying the appropriate procedure, the Welfare Officer may assist in the first instance (without comment on the merits of the complaint).

Appropriate action may be taken against any Stakeholder who is found to have violated this Equality Policy and deemed to have breached the processes and requirements set out by Swim England the governing body of Cleethorpes and District Swimming Club Ltd.

9. Further Support and Advice.

The Club and Swim England will provide support and guidance for anyone who requires assistance and advice.

You can speak to the clubs:

- Human Resources (GDPR) humanresources.cads@gmail.com
- Swim England www.swimming.org