



# Equality & Diversity Policy

Updated: January 2018

Bexley Masters Swimming Club is committed to treating everyone equally regardless of their age, level of ability or disability, gender (including gender reassignment), marital or civil partnership status, pregnancy or maternity, race, religion or belief, sexual orientation or any other relevant characteristic.

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

Sport England believes sporting opportunities should be open to all and are committed to:

- Developing a culture that enables and values everyone's full involvement
- Creating an environment in which everyone has opportunities to play, compete, officiate, coach, volunteer and run community sport.
- Overcoming potential barriers for those wishing to play sport, particularly if they are from groups who are currently underrepresented in sport.

Bexley Masters SC also seeks to fulfil the Swim England's Equality and Diversity Policy objectives which states:

*"The ASA (Swim England) 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 ASA 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 ASA (Swim England) 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. The ASA (Swim England) 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".*

Bexley Masters SC 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 Club have a responsibility to challenge discriminatory behaviour and to promote equality of opportunity.

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

The full ASA (Swim England) Equality and Diversity Policy, along with further useful information and equality guidance can be found at [www.swimming.org](http://www.swimming.org)

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