



## **Equal Opportunities Policy Statement**

***"Equal Opportunities in sport is about fairness, 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."***

- Dagenham Swimming Club is committed to treat everyone equally within the context of their activity, regardless of gender, marital status, ethnicity, religion, ability, disability, age, sexual orientation or political persuasion.
- Dagenham Swimming Club will ensure that equal opportunities as stated above, is incorporated in all aspects of its activities.
- Dagenham 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 members of Dagenham Swimming Club have a responsibility to challenge discriminatory behaviour and promote equality of opportunity.
- Dagenham Swimming Club will deal with any incidence of discriminatory behaviour seriously, in accordance with the ASA Code of Ethics, guidelines for internal disputes and judicial laws.

## **Equal Opportunity in Swimming**

***'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'.***

Dagenham Swimming Club is totally committed to the principals and practice of equal opportunities across its teaching, development and competitive programme. In our work with key partners, such as swimmers, clubs, teachers, coaches, executive committee and officials, we will recommend our policy and make every effort to ensure that all participation has equality at its core.

Swimming is a 'sport for all'. It can and should be enjoyed and made accessible to everyone , and to achieve this:

1. Dagenham Swimming Club is committed to work towards ensuring that swimming is accessible to the many rather than the few.
2. Dagenham Swimming Club recognizes the need to acknowledge the diversity of provision that is required to ensure that all people, regardless of their race, gender, disability, age, sexual orientation, social or economic background can access swimming and develop at a level that is appropriate to them.



3. Dagenham Swimming Club recognizes the need to celebrate differences and diversity of provision as a means of creating entitlement and accessibility to our structures.
4. Dagenham Swimming Club recognizes that equal opportunity is about recognising that people are different and therefore require different provision.
5. Dagenham Swimming Club recognises the need to consult widely in order to respond to diversity.

## **Addressing Equal Opportunities**

In addressing equal opportunities, Dagenham Swimming Club will respond to issues of equity by:

- Recognising that as a club we need 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 club, competitive, participation, coaching, teaching, officialdom etc.

In doing so Dagenham Swimming Club supports four key principals as being fundamental to ensuring that everyone can participate in swimming and the achievement of equal opportunities:

***Entitlement:*** People have a right to participate in and access quality and appropriate experiences within swimming.

***Accessibility:*** It is the responsibility of Dagenham Swimming Club – our teachers, coaches, officials and executive committee – to adapt provision to fit the needs of the many - subject to the limitations of the pools..

***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**

Dagenham Swimming Club will continually strive to become a club that values diversity and in order to achieve this we recognise that there must be clear lines of responsibility between all segments of the club.

Dagenham Swimming Club is committed to encouraging membership from all sectors of the community. 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.
- Positively encourage the involvement of all people, regardless of their gender, race, disability, age and social background.

## **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 needs.
- Have a commitment to providing entitlement and access to all their professional activities.
- 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.

## **Executive Committee , Officials and Helpers**

In our involvement of the Executive Committee, Officials and Helpers we expect them to adopt, promote and practice the values of Dagenham Swimming 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.