

# BISHOP'S STORTFORD SWIMMING CLUB

(Affiliated to Swim England East Region)



## Equality and Diversity Policy

Bishop's Stortford swimming club is committed to treating everyone equally regardless of their age, level of ability or disability, gender (including gender reassignment), marital and civil partnership status, pregnancy or maternity, race religion or belief, sexual orientation or any other relevant characteristic.

Bishop's Stortford will ensure that equality is incorporated in all aspects of its activities.

Bishop's Stortford also seeks to fulfil Swim England's Equality and Diversity Policy objectives which state:

**"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 'Proacted Characteristics under the Equality Act 2010') or any other irrelevant characteristic".**

**"Swim England considers the aquatic disciplines to provide 'sport for all'. They can and should be made accessible to everyone to the greatest extent possible".**

Bishop's Stortford is committed to ensuring that everyone has the right to enjoy sport in an environment free from threat of discrimination, intimidation, harassment and abuse.

All members have a responsibility to challenge discriminatory behaviour and to promote equality of opportunity.

Bishop's Stortford will deal with any incidents of discriminatory behaviour seriously, in accordance with the clubs' disciplinary procedures.

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