

BPSC Equality and Diversity Policy

BPSC 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.

The club supports the commitment made by Swim England in 2023 in its 10-year strategy 'Accessing Aquatics' with a mission to *'Improve the health and success of the nation by enabling access to aquatics for all'*.

The club 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. It is committed to the advancement of equality, diversity and inclusion beyond the minimum standards and legal requirements detailed within this policy.
- 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.
- Within the organisation, Swim England aspires to provide a culture that values meritocracy, openness, fairness, respect, transparency, inclusion and belonging. This is in keeping with the corporate values of Quality, Purpose, Togetherness, Fun and Resourcefulness.
- To that end, all employees, workers, volunteers, clients, members, suppliers and contractors whether permanent or temporary are responsible for the promotion and advancement of this Policy.
- Swim England recognises that people from certain communities may not have been able to participate equally and fully in our aquatic disciplines in the past. This Policy has been produced to both 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.
- Swim England recognises the need to provide different and diverse opportunities as a means of creating access and commits to this being prevalent throughout our organisational planning.
- Swim England is fully committed to the elimination of unlawful and unfair treatment and values the differences that a diverse workforce brings to the organisation. This Policy has been produced to prevent and address any such treatment, whether intentional or unintentional, direct or indirect, against team members and workers.
- Swim England 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 People policies shall also be implemented and/or maintained to further the objectives of Equality, Diversity and Inclusion generally.

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

The full Swim England Equality and Diversity Policy along with further useful information can be found at Swim England Inclusion Hub: <https://www.swimming.org/swimengland/inclusion/>