



The Camden Swiss Cottage Swimming Club (the Club) is committed to treat everyone equally within the context of their activity, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation or any other relevant characteristic.

The Club will ensure that equality, diversity and inclusion, as stated in the club rules is incorporated in all aspects of it's activities and also recognises and adopts Swim England's mission:

"Improve the health and success of the nation by enabling aquatics for all."

The Club also seeks to fulfil Swim England's Equality, Diversity, and Inclusion Policy Objectives:

- 1.1 Committed to the principles and practice of equality of opportunity in all it's functions.
- 1.2 Considering aquatic disciplines to provide "sport for all". Swimming can and should be made accessible to everyone, to the greatest extent possible.
- 1.3 Aspiring to provide a culture that values meritocracy, openness, fairness, respect, transparency, inclusion and belonging.
- 1.4 All employees, workers, volunteers, clients, members, suppliers, and contractors whether permanent or temporary are responsible for the promotion and advancement of this policy.
- 1.5 Swim England and the Club recognises that people from certain communities may not have been able to participate equally and fully in swimming in the past. This policy has been produced to both prevent and address this unlawful discrimination or other unfair treatment, whether intentional or unintentional, direct, or indirect, against members that may preclude them from participating fulling in swimming.
- 1.6 Recognising the need to provide different and diverse opportunities as a means of creating access and committing to this being prevalent throughout organisational and club planning.
- 1.7 Fully committed to the elimination of unlawful and unfair treatment and values the differences that diverse workforce brings to the organisation and the Club.
- 1.8 Promote dignity in the workplace through separate workplace and people policies to further develop objectives of Equality, Diversity and Inclusion generally.

At Camden Swiss Cottage Swimming Club

- The Club is committed to everyone having the right to enjoy their sport in an environment free from the threat of discrimination, intimidation, harassment, and abuse.
- Use the [Swim England Inclusion Hub](#) for further guidance, policy and process reviews as well as undertaking CPD opportunities for all in the workforce.
- All Club members have a responsibility to challenge discriminatory behaviour and promote equality of opportunity.
- The Club will deal with any incidents of discriminatory behaviour seriously, according to the Club's Code of Conduct and disciplinary procedures.