

Greenwich Royals Swimming Club: Sports Equity, Equality & Inclusion policy



1 Sports Equity statement

1.1 Greenwich Royals Swimming Club (GRSC) is committed to treat everyone equally within the context of their activity, regardless of gender, age, ethnic origin, religion, disability, political persuasion or sexual orientation.

1.2 GRSC will ensure that equality is incorporated in all aspects of its activities and also recognises and adopts Sport England's mantra that sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them.

1.3 GRSC aims to ensure:

- Club policies will make it clear that all members have equal rights to protection
- Guidance on child protection is embedded in its policies and procedures, as detailed in Wavepower 2020-23: Child safeguarding policy and procedures for clubs.
- Its Codes of Conduct are clear that it expects all members and adults concerned with the Club to treat everyone with dignity, fairness, and respect.
- Its Codes of Conduct, rules and procedures make it clear that discrimination, offensive or violent behaviour is not acceptable and that complaints will be acted upon.
- Its complaints procedures are open and observes the following:
 - all parties are fairly treated;
 - the complainant has the opportunity to present their case; and
 - the accused has the opportunity to respond.

2 Equality policy

2.1 We believe opportunities should be open to all and we are committed to:

- (a) developing a culture that enables and values everyone's full involvement;
- (b) creating an environment in which everyone has opportunities to participate, compete, officiate, coach, volunteer and run community sport; and

- (c) overcoming potential barriers for those wishing to play sport, particularly if they are from groups who are currently under-represented in sport.
- 2.2 GRSC is committed to everyone having the right to enjoy their sport in an environment free from threat of discrimination, intimidation, harassment and abuse.
- 2.3 All GRSC members have a responsibility to challenge discriminatory behaviour and promote equality of opportunity.
- 2.4 GRSC will deal with any incidence of discriminatory behaviour seriously, according to the club's anti-bullying policy and poor behaviour and disciplinary procedures, as well as having regard to SwimEngland's Child safeguarding policies and procedures; Wavepower 2020-23.
- 2.5 GRSC is committed to encouraging membership from all sectors of the community.
- 2.6 To achieve the above we undertake to:
 - (a) Promote an open and honest culture that values diversity.
 - (b) Communicate widely, ensuring that our messages can be understood and appreciated by all.
 - (c) Positively encourage the involvement of all people, regardless of gender, age, ethnic origin, religion, disability, political persuasion or sexual orientation.
 - (d) Work to redress the effects of discrimination.
 - (e) Change attitudes and working practices to ensure that everyone can feel a valued member of GRSC.
 - (f) Ensure all members adhere to the club's Codes of Conduct, rules and procedures.

3 Coaches and Teachers

- 3.1 In our training and development of GRSC Coaches and Teachers, we will strive to ensure that they:
 - (a) Establish and implement professional and ethical values and practice.
 - (b) Promote and apply the principals and practices of equal opportunities
 - (c) Promote positive images of people with special needs.
 - (d) Have a commitment to providing entitlement and access to all their professional activities.

- (e) Encourage high expectations and standards of achievement from all they teach.
- (f) Involve everyone in meaningful and appropriate activity to ensure a quality experience.
- (g) Help everyone to achieve their full potential.

4 Volunteers

4.1 In the implementation of their duties, we will expect GRSC Volunteers to:

- (a) Adopt, promote and practice the values of the Swim England and GRSC.
- (b) Ensure that participation can be enjoyed by all.
- (c) Provide meaningful and appropriate experiences for all GRSC members, which recognise and value the diversity of the participants.
- (d) Actively encourage the participation and involvement of people from disadvantaged groups of the community.

The Committee of Greenwich Royals Swimming Club will review this policy regularly to ensure it remains effective.