



Northampton Swimming Club Equality, Diversity and Inclusion Policy

Policy Summary

This policy provides information on **Northampton Swimming Club's** obligations and commitments pertaining to Equality, Diversity and Inclusion. The policy includes reference to Northampton Swimming Club's expectations, the legal framework and the relevant procedures in the event the policy is breached.

For the purposes of this policy, the following definitions are applicable:

Equality	Ensuring that every individual has an equal opportunity to make the most of their lives and talents.
Diversity	The differences between people, intrinsically linked with the concept of 'representation', our objectives with regards to 'diversity' refer to our work towards ensuring our membership is reflective of the communities in which they are based.
Inclusion	A sense of belonging, feeling respected, valued for who you are; feeling a level of supportive energy and commitment from others so that you can do your best.

This policy is applicable to:

All Stakeholders involved within Northampton Swimming Club, in both a paid and voluntary capacity. This includes, but is not restricted to; Northampton Swimming Club's Employees, Committee Members, Swimming Members Volunteers and Job Applicants.

This policy is mandatory.

Contents

Policy Statement Page 2

1. Policy Objectives Page 2
2. Legal Requirements Page 3
3. Responsibilities Page 4
4. Implementation Page 4
5. Communication Page 4
6. Monitoring and Evaluation Page 4
7. Complaints Procedures Page 5
8. Associated Policies Page 5

Version 1

Last reviewed/updated 27/062025 by FG

Policy Statement:

Our Equality, Diversity and Inclusion Policy should reflect our commitment towards diversifying our sport.

Mission:

To “Improve the health and success of our members and the wider community by enabling access to swimming for all” Our mission is to make our sport and associated activities accessible, inclusive and safe for everyone. We will champion our sport and work with and empower our partners to tackle inequalities. We aim to remove barriers to participation currently experienced by some people and communities. We will provide a governance structure that ensures an enjoyable and safe experience for our members; facilitating everyone to reach their full potential in the water. We are committed to better understanding the needs of minority and underrepresented groups taking positive action to tackle inequalities and drive meaningful change. Swimming is a fundamental life skill, we therefore passionately believe that everyone, regardless of background, should be given the opportunity to learn and develop their swimming skills.

1. Policy Objectives:

- a. Northampton Swimming Club is 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.
- b. Northampton Swimming Club considers swimming to be a “sport for all”. It can and should therefore be made accessible to as many people as possible.
- c. Within the organisation, Northampton Swimming Club aspires to provide a culture that values meritocracy, openness, fairness, respect, transparency, inclusion and belonging.
- d. 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.
- e. 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 related activities.
- f. Northampton Swimming Club 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.
- g. Northampton Swimming Club is fully committed to the elimination of unlawful and unfair treatment and values the differences that a diverse workforce brings to the organisation.
- h. Northampton Swimming Club will promote dignity in the workplace through its Commitment to the 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 in general.

2. Legal Requirements:

- a. Northampton Swimming Club recognises its legal obligations under, and will abide by the requirements of, the Equality Act 2010.
- b. Northampton Swimming Club is responsible for ensuring that no 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 "Protected Characteristics") or any other relevant characteristic protected by law.
- c. Northampton Swimming Club will seek advice each time this Policy is reviewed to ensure it continues to reflect the current legal framework and good practice.
- d. Northampton Swimming Club recognises the following behaviours as being unacceptable: "Discrimination, harassment, and victimisation"
- e. Unlawful discrimination or prohibited conduct can take the following forms:
 - i. Direct Discrimination: treating someone less favourably than you would treat others because of a Protected Characteristic.
 - ii. Indirect Discrimination: applying a provision, criterion or practice which, on the face of it, applies equally to all but which, in practice can disadvantage individuals with a particular Protected Characteristic. Such requirements or conditions are lawful only if they can be objectively justified.
 - iii. Harassment: engaging in unwanted conduct relating to a relevant Protected Characteristic or unwanted conduct of a sexual nature where the conduct has the purpose or effect of violating the recipient's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient, or any other individual affected by such conduct.
 - iv. Victimisation: subjecting someone to a detriment because they have in good faith taken action under the Equality Act 2010 (or equivalent legislation) by bringing proceedings, giving evidence or information in relation to proceedings, making an allegation that a person has contravened the Equality Act 2010 (or equivalent legislation) or doing any other thing for the purpose of or in connection with the Equality Act 2010 (or any equivalent legislation).
- f. Northampton Swimming Club regards discrimination, harassment, or victimisation, as described above, as serious misconduct. All complaints will be taken seriously and appropriate measures including disciplinary action may be brought against any Stakeholder who unlawfully discriminates against, harasses, or victimises any other person.
- g. In the event of a claim of bullying, Northampton Swimming Club will refer to the judicial regulations, the Anti-Bullying Policy or the Commitment to Dignity Policy, dependent on the nature of the complaint and the stakeholders involved.
- h. Northampton Swimming Club recognises that it has a duty to make reasonable adjustments for disabled people. What is to be deemed 'reasonable' will be determined based on the following criteria: effectiveness of the adjustment, practicality, cost and health and safety implications. These considerations will be made whilst remaining mindful of the aim to remove or reduce the identified disadvantage.
- i. The duty to make reasonable adjustments includes the removal, adaptation or alteration of physical features, if the physical features make it impossible or unreasonably difficult for disabled people to make use of services. When acting as a service provider, Northampton Swimming Club has an obligation to think ahead and address any barriers that may impede disabled people from accessing its service.
- j. Northampton Swimming Club will consider all requests for adjustments and where possible will accommodate reasonable requests and will work with disabled Stakeholders to implement any adjustments which will facilitate their ability to participate.

3. Responsibility -The following responsibilities will apply:

- a. Northampton Swimming Club is responsible for ensuring that this Policy is implemented, followed, and reviewed when appropriate. Northampton Swimming Club is also responsible for ensuring that this Policy is enforced and any breaches are dealt with appropriately.
- b. Northampton Swimming Club Committee has the overall responsibility for the implementation of this Equality, Diversity and Inclusion Policy.
- c. All employees, volunteers and members of the Club have a responsibility to ensure they understand and comply with this Policy. They recognise that not doing so may leave them subject to disciplinary action, under contract (where applicable) or otherwise personally liable under Swim England's judicial regulations or the Equality Act 2010.
- d. Northampton Swimming Club encourages all Stakeholders to challenge inappropriate behaviour and will support them in doing so.

4. Implementation:

- a. Northampton Swimming Club will ensure that its Recruitment and Selection Policy reflects the commitments set out within this Policy.
- b. All roles advertised by and for Northampton Swimming Club will contain a policy statement similar to the following: " Northampton Swimming Club is committed to providing equal opportunities for all and is committed to following best practice in the welfare of young people and adults at risk"
- c. No applicant for any post will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unlawful discrimination.
- d. The Northampton Swimming Club Volunteer Policy shall include reference to this Policy and a copy shall be provided to volunteers.

5. Communication: This Equality, Diversity and Inclusion Policy will be communicated in the following ways:

- a. The Policy will be included in any employee handbook (or equivalent paper or electronic document). Reference will be made to this Policy in any code of conduct enquiry.
- b. The Policy will be highlighted in all employee and volunteer inductions.
- c. A copy of this Policy will be publicly available on Northampton Swimming Clubs website and hard copies provided, if requested.
- d. Northampton Swimming Club will promote and deliver continuing Equality, Diversity and Inclusion professional development for all employees to support equal opportunities within the organisation.
- e. Objectives relating to fair and inclusive practices will be included in all employees' performance indicators and will form an integral part of performance reviews throughout the year. Individual work programmes for Northampton Swimming Club employees will be amended to include inclusion-related tasks where appropriate.

6. Monitoring and Evaluation:

- a. This Policy will remain in force until it is amended, replaced or withdrawn. A review of this Policy will take place in accordance with Swim England's Management of Policies policy, or sooner if required by changes in legislation or best practice.

7. Complaints Procedures

- a. To safeguard individual rights under this Policy, any Stakeholder who believes that they have suffered inequitable treatment within the scope of this Policy may raise the matter through the appropriate procedures as set out below.
 - i. In the event that a complaint falling under this policy is made by a Northampton Swimming Club employee, the Grievance Policy and Procedure is to be followed.
 - ii. If the complaint pertains to a Stakeholder who is not an employee of Northampton Swimming Club the Director of Swimming should be contacted in the first instance.
 - iii. The Swim England Office of Judicial Administration may be contacted at judicial@swimming.org for guidance on the suitable procedure (without comment on the merits of the complaint). The Office of Judicial Administration may allocate a Swim England Friend to provide advice on the matter.
 - iv. Appropriate action may be taken against any Northampton Swimming Club Stakeholder who is found to have violated this Policy.

8. [Associated Swim England Policies and Procedures:](#)

[WavePower – Swim England Child Safeguarding Policies and Procedures \(Inclusive of Anti-Bullying Policy\)](#)

People Development

PD5 Commitment to Dignity
PD9 Family Friendly
PD12 Grievance Policy and Procedure
PD15 Recruitment and Selection Policy and Procedure
PD19 Transitioning at Work
PD27 Code of Ethics

Health and Safety

HS1021 New and Expectant Mothers
HS1027 Young and Vulnerable Adults

Legal

L1001 Complaints Policy
SE1034 Transgender and Non-Binary Competition Policy

Sport

SE1010 Epilepsy Policy
SE1041 Safeguarding Adults at Risk
Swim England Handbook (Inclusive of Judicial Regulations)