



Oxford & Witney Artistic Swimming Club

Equity (Equality and Diversity) Policy Statement

Oxford & Witney Artistic Swimming Club (OWASC) is committed to treating everyone equally regardless of their age, level of ability or disability, gender (including gender reassignment), marital or civil partnership status, pregnancy or maternity, race, religion or belief, sexual orientation, or any other relevant characteristic.

OWASC will ensure that equality is incorporated in all aspects of its activities and recognises and adopts the Sport England definition of Equality and Diversity in sport:

OWASC will ensure that all Teachers/Coaches/Volunteers are signed up to the Swim England Code of Ethics.

Sport England believes sporting opportunities should be open to all and are committed to:

- Developing a culture that enables and values everyone's full involvement.
- Creating an environment in which everyone has opportunities to play, compete, officiate, coach, volunteer and run community sport.
- Overcoming potential barriers for those wishing to play sport, particularly if they are from groups who are currently under- represented in sport.

Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society, whatever their age, ability, gender, race, ethnicity, sexuality, or socio-economic status. (* ability/disability)*

The organisation also seeks to fulfil the Swim England /ASA's Equality and Diversity Policy objectives which states:

'Swim England /The Amateur Swimming Association ("ASA") 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 "Protected 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.'

>The full Swim England Equality and Diversity Policy along with further useful information and equality guidance can be found at www.swimming.org/swimengland/equality-and-diversity/

The Club is committed to everyone having the right to enjoy their sport in an environment free from threat of discrimination, intimidation, harassment, and abuse.

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

The Club will deal with any incidence of discriminatory behaviour seriously, according to the club disciplinary procedures.