

# STOCKSBRIDGE & DISTRICT PENTAQUA SWIMMING CLUB

Affiliated to Swim England Yorkshire & North East Counties  
Headquarters.  
Stocksbridge Community Leisure Centre,  
Moorland Drive,  
Stocksbridge,  
Sheffield.  
S36 1GE



## Equality and Diversity Policy 2020-2023

The organisation is committed to treating everyone equally regardless of their age, level of ability or disability, gender (including gender re-assignment), marital status, pregnancy or maternity, race religion or belief, social or economic background, sexual orientation or any other relevant characteristic.

The organisation will ensure that equality is incorporated in all aspects of its activities, and also recognises and adopts the Sport England definition of Equality & Diversity in sport:

Sport England believes that 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.

The organisation also seeks to fulfil Swim England's (previously known as ASA) Equality & Diversity Policy objectives which states: "the Amateur Swimming Association (Swim England) 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 & coaches; involvement of officials and administrators; as an advisor to swimming pool designers and operators & as a facilitator of 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 & civil partnership, pregnancy & maternity, race, religion or belief, sex & sexual orientation (together the "Protected Characteristics under the Equality Act 2010") or any other relevant 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 organisation is committed to ensuring that everyone has the right to enjoy sport in an environment free from the threat of discrimination, intimidation, harassment or abuse.

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

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

The full Swim England (previously known as ASA) Equality & Diversity Policy, along with further information and equality guidance can be found at [www.swimming.org/swimengland/equality-and-diversity](http://www.swimming.org/swimengland/equality-and-diversity)

