



BEXLEY Swimming Club

Registered Charity No: 1156407

Equity Policy Statement

Bexley Swimming Club (BSC) is totally committed to the principals and practice of equal opportunities across all of its activities. Swimming is a 'sport for all'. It can and should be enjoyed and made accessible to everyone and to achieve this.

BSC is committed to treat everyone equally within the context of their activity, regardless of sex, ethnic origin, religion, disability, age, sexual orientation or political persuasion.

BSC will ensure that equity as stated in the club rules is incorporated in all aspects of it's activities and also recognises and adopts the Sport England definition of Sports Equity:

Sports Equity is about fairness in sport, equality of access, recognizing inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure it becomes equally accessible to everyone in society.

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.

BEXLEY Swimming Club:

- Is committed to work towards ensuring that swimming is accessible to the, many rather than the few.
- recognises the need to acknowledge the diversity of provision that is required to ensure that all people, regardless of their race, sex/gender, disability, age, sexual orientation, social or economic background can access swimming and develop at a level that is appropriate to them.
- recognises the need to celebrate differences and diversity of provision as a means of creating entitlement and accessibility to our structures.
- recognises that people are different and therefore require different provision.
- recognising that swimmers, coaches, teachers, officials and administrators need to adapt and work flexibly in order to respond to the needs of a wide and diverse range of people.
- Takes action to increase the involvement from underrepresented groups.
- provides full and fair considerations for all contracts, role and applications.



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- assists all our service providers to realise their full potential by ensuring that they receive fair consideration for support in addressing their training and development needs.
- wherever possible modifies practices and procedures to reduce barriers experienced by members of disadvantaged social groups in seeking a contract with BSC.
- maintains full records of selection decisions and as a means of identifying areas of inequality
- requires all our service providers to undergo relevant training before taking part in selection exercises on behalf of BSC
- regularly review our selection and training procedures to ensure that they are fair and reflect current best practice.

January 2018