

## Equality & Diversity Policy

Adams Aquatics 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.

Adams Aquatics will ensure that equity is incorporated in all aspects of its activities.

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

### **Benefits of Sports Equity**

- Opens sport to all sectors of the community
- Attracts new members Positive public image
- More revenue
- More potential administrators, leaders, coaches, participants
- Supports Funding applications
- Attracts new partnerships

### **Equal Opportunity in Swimming**

Equal Opportunity is about celebrating difference and diversity and as such providing a swimming structure that can respond to this in a proactive and positive manner.

Adams Aquatics is totally committed to the principals and practice of equal opportunities across the swim school, both as an employer, provider and as facilitator of such practices by all its members. In our work we will advocate our policies make every effort to ensure that all participation has equity at its core.

Swimming is a 'sport for all'. It can and should be enjoyed and made accessible to everyone and to achieve this:

- Adams Aquatics is committed to work towards ensuring that swimming is accessible to the many rather than the few.
- Adams Aquatics recognizes 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.
- Adams Aquatics recognizes the need to celebrate differences and diversity of provision as a means of creating entitlement and accessibility to our structures.
- Adams Aquatics recognizes that equal opportunity is about recognizing that people are different and therefore require different provision.
- Adams Aquatics recognizes the need to consult widely in order to respond to diversity.

## **Addressing Equal Opportunities**

In addressing equal opportunities, Adams Aquatics will respond to issues of equity by:

- Recognising that swimming as an organisation – our staff, swimmers, teachers need to adapt and work flexibly in order to respond to the needs of a wide and diverse range of people.
- Take positive action to increase the involvement from under represented groups in all aspects of our organisation, participation, coaching, teaching, etc. In doing so the Adams Aquatics supports four key principals as being fundamental to ensuring that everyone can participate in our sport and the achievement of equality of opportunity:
  1. Entitlement: People have a right to participate in and access quality and appropriate experiences within diving, swimming, synchronised swimming and waterpolo.
  2. Accessibility: It is the responsibility of Adams Aquatics to provide a service and where possible will make every allowance to accommodate to fit the needs of the many.
  3. Inclusion: Wherever and whenever possible, all to access the same quality of provision, and if necessary to use positive action to ensure this.
  4. Integrity: Whatever we do as a Learn To Swim provider to change or adopt provision, must be of equal worth, challenging, relevant and in no way patronising.

## **Lines of responsibility**

Adams Aquatics will strive to become an organisation that values diversity and in order to achieve this we recognise that there must be clear lines of responsibility between all segments of the organisation.

### **Adams Aquatics as an employer**

Adams Aquatics aspires to provide a diverse workforce, a composition of which reflects that of the broader community in terms of gender, ethnicity and disability. In order to bring about this diversity we undertake to:

- Provide full and fair considerations for all job, role and applications.
- Assist all our employees to realise their full potential by ensuring that they receive fair consideration of their training and career development needs and promotion opportunities.
- Wherever possible modify employment practices and procedures to reduce barriers experienced by members of disadvantaged social groups in seeking and during employment with the Adams Aquatics.
- Maintain full records in recruitment, training and employment and use this information as a means of identifying areas of inequality.
- Require all our employees to undergo relevant training before taking part in recruitment and selection.

- Regularly review our recruitment, selection, training and promotion procedures to ensure that they are fair and reflect current best practice.
- Adams Aquatics is committed to encouraging members from all sectors of the community. To achieve this we undertake to:
  1. Promote an open and honest culture that values diversity.
- Communicate widely, ensuring that our messages can be understood and appreciated by all.
- Positively encourage the involvement of all people, regardless of their gender, race, disability, age and social background.
- Work to redress the effects of discrimination.
- Change attitudes and working practices to ensure that everyone can feel a valued member of Adams Aquatics.

### **Teachers**

In our training and development of Teachers and Coaches, we will strive to ensure that they:

- Establish and implement professional and ethical values and practice
- Promote and apply the principals and practices of equal opportunities
- Promote positive images of people with Special needs
- Have a commitment to providing entitlement and access to all their professional activities
- Encourage high expectations and standards of achievement from all they teach
- Involve everyone in meaningful and appropriate activity to ensure a quality experience

### **Monitoring and review**

This policy and its procedures will be reviewed annually to ensure it remains fit for purpose and reflects the type of health and safety issues which may arise and how these are managed.

The next date for review will be 25<sup>th</sup> May 2020.