



Congleton Amateur Swimming Club Equality and Diversity Policy

1. Introduction

This document confirms the importance placed on the principle of equity within Congleton Amateur Swimming Club (CASC of the club) and should be accepted as an indication that the management committee is determined to ensure that all our services and policies are fair and without discrimination.

Furthermore we seek to ensure that all who participate in the activity of swimming reflect the diversity of background and culture within the area of Congleton.

We acknowledge our duty to ensure that no participant, including coach, volunteer, or applicant to any post within the club receives more or less favourable treatment on the grounds of age, gender, ethnic origin, disability, nationality, religion, socio-economic status or sexual preference.

We expect all within CASC to treat individuals openly and fairly with dignity and respect.

Chairman of The Management Committee Congleton Amateur Swimming Club

2. Purpose

CASC aims to create a culture that respects and values each other's differences. The club sees these differences as an asset to its' work.

CASC shall ensure that all the local community has the opportunity to participate in the activity of swimming and we shall not tolerate discrimination, harassment or other unfair treatment in any form. Systems, procedures and an open culture will be developed to guard against this.

3. Legal Requirements

CASC acknowledges and accepts its responsibility under this policy and under the law.

4. Commitment To Equity

CASC is committed to establishing the highest levels of equity by:

- Addressing any real or perceived inequalities in the activity;

- Continually evaluating and monitoring progress regarding equality and diversity;
- Where necessary, supporting, encouraging and mentoring individuals within the activity of swimming where such actions are deemed to further the aims of this policy;
- Demonstrating our commitment and willingness to ensure all within the club are aware of our policy through ensuring that this policy is on open display and referenced in the welcome information for swimmers and other relevant material;
- Being open to people who have a disability, whether physical, learning or behavioural, with due regard to the safety of other members and the skills of the coaches. Full advantage will be taken of the opportunities to work in partnership with other organisations that can support us and the club members in this.

5. Types of Discrimination

Discrimination can take the following forms:

a. Direct Discrimination

This means treating someone less favourably than you would treat others in the same circumstances.

b. Indirect Discrimination

This occurs when a role requirement or condition is applied equally to all, which has a disproportionate and detrimental affect on one sex or racial group because fewer of that group can comply with it and the requirement cannot be justified in relation to the role.

When decisions are made about an individual, the only personal characteristics taken into account will be those which, as well as being consistent with relevant legislation, are necessary to the proper performance of the work involved.

c. Harassment

Harassment can be described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be of a sexual or racial nature or it may be directed towards people because of their age, their sexuality, a disability or some other characteristic. CASC is committed to ensure that its members and volunteers are able to conduct their activities free from harassment or intimidation.

d. Victimisation

When someone is treated less favourably than others because he or she has taken action against the CASC under one of the relevant Acts [outlined above] or provided information about such discrimination, harassment and / or inappropriate behaviour, or supported another colleague in taking action against the CASC under the relevant legislation.

6. Implementation

The management committee of CASC is responsible for ensuring that this Equality and Diversity Policy is followed throughout the organisation;

Breaches of this policy will be addressed robustly and be subject to the procedures outlined in the CASC Discipline and Appeals Procedure;

It shall be the responsibility of all within the club who help to recruit volunteers to ensure that any such processes are in compliance with this policy and that no applicant shall be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the role or which constitute unfair discrimination.

7. Disciplinary and Grievance Procedures

To safeguard individual rights under this policy, any member or volunteer who believes he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate procedure.

Appropriate disciplinary action will be taken against any volunteer or member who violates this Equality and Diversity Policy.

CASC will ensure that individuals feel able to raise any grievance and no one will be penalised for doing so unless it is untrue and not made in good faith.

This document is subject to annual review.

8. Document reference:

- a.** CASC Disciplinary and Appeals Procedure
- b.** CASC Grievance Procedure