



# Equity Policy



This Club 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.

We (the club) will ensure that equity as stated in the club rules is incorporated in all aspects of its activities and also recognises and adopts the Sport England definition of Sports Equity:

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.

To support this approach the club will ensure that at all times they can seek the advice and support of a Disability Liaison Officer who holds the ASA Equity in Coaching qualification.

We will make all reasonable adjustments to our operating procedures (within our resources and control) when required, to accommodate diversity of need in our membership, with the aim of ensuring that appropriate swimming and water polo activities are accessible.

## Induction Procedure for Disabled Athlete

Disability occurs in many forms and no one plan will be suitable for every individual. There are therefore a range of issues to be considered for each individual athlete to participate safely in training sessions and competitions. These are:

- Discuss and agree measures to provide a plan and suitable level of support to allow each individual athlete to be included in our training sessions and competitions.  
(with the athlete, parent/carer, Disability Liaison Officer, pool operator, coach and other athletes as required)
- With agreement of athlete/parent/carer, communicate plan to others if required.
- Plan for safe access and egress to facility, including emergency evacuation arrangements.  
(Pool/additional equipment, lifeguards)
- Poolside support. (parent, mentor, volunteer poolside helper, colleague athlete)
- Provide suitable and safe training . (i.e. assessment of appropriate level of training, lane next to poolside, ability to rest between sets in all deep pool, ability to identify ends of pool and turn safely, additional equipment)
- Ensure the Medical Log in the Club induction package and ASA Membership form is completed
- In the event of any incident review plan and amend if appropriate.



We are 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 complaints and disciplinary procedures.