



Equity Policy

Equality, diversity and inclusion

1. The ASA and British Swimming have committed themselves to tackling forms of discrimination and to strive to become inclusive of all those who want to participate in swimming (as competitors, officials, coaches and administrators) irrespective of their race, gender, disability, age, sexual orientation and faith and ability.

2. This Policy Statement includes the Association's commitment to address equality, diversity and inclusion in swimming. To this end the Association will not tolerate:

- discrimination on the grounds set out in 1 above
- harassment
- bullying
- abusive or insensitive language
- inappropriate behaviour detrimental to any individuals or groups of individuals.

3. The ASA and British Swimming are governed by UK law and will seek to ensure that its participants are committed to addressing its responsibilities under the Sex Discrimination Act 1975, Race Relations Act 1976, Race Relations (Amendment) Act 2000, Equal Pay Act 1970, Disability Discrimination Act 1995, Human Rights Act 1998, Disability Discrimination Act (Amendment) 2005, Equality Act 2006.

4. All participants, coaches, officials and volunteers in all aquatic disciplines must address this responsibility to support equality, diversity and inclusion in our sport.

ASA/British Swimming Equal Opportunities and Diversity Policy

5. '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'. The ASA and British Swimming are totally committed to the principals and practice of equal opportunities across all of their aquatic disciplines, both as an employer, provider and as facilitator of such practices by all their members.

In our work with key partners, such as swimmers, clubs, teachers, coaches, officials and administrators, we will advocate our policies to make every effort to ensure that all participation has equality, diversity and inclusion at its core.

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

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



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- The ASA/British Swimming recognize the need to become more inclusive in our work and engage with a wider cross section of society to bring to all people the opportunities and benefits that swimming and its aquatic disciplines offer.

Addressing equal opportunities

7. In addressing equal opportunities, the ASA/British Swimming will respond to issues of diversity and inclusion by:

- Recognising that swimming as an organisation - our staff, 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.
- Taking positive action to increase the involvement from underrepresented groups in all aspects of our organisation.
- In doing so the ASA/British Swimming supports four key principles as being fundamental to ensuring that everyone can participate in our sport and the achievement of equality of opportunity:

Entitlement: People have a right to participate in and access quality and appropriate experiences within swimming. Accessibility: It is the responsibility of the ASA - our teachers, coaches, officials and administrators – to adapt provision to fit the needs of the many.

Inclusion: Wherever and whenever possible, all to access the same provision.

Integrity: Whatever we do as an Association to change or adapt provision, it must be of equal worth, challenging, relevant and in no way patronising.

Lines of responsibility

8. The ASA/British Swimming 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.

The ASA/British Swimming as an employer:

9. The ASA/British Swimming 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 Association.
- Maintain 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.



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The ASA/British Swimming as a membership organisation

10. The ASA/British Swimming is committed to encouraging membership from all sectors of the community. To achieve this we undertake to:

- 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 the Association.

Teachers and Coaches

11. 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 principles 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.
- Help everyone to achieve their full potential.

Officials and Administrators

12. In our involvement of officials and administrators we will expect them to:

- Adopt, promote and practice the values of the Association.
- Ensure that participation can be enjoyed by all.
- Provide meaningful and appropriate experiences, which recognise and value the diversity of the participants.
- Actively encourage the participation and involvement of people from disadvantaged groups of the community.

Policy into practice

13. The ASA/British Swimming recognises that to successfully implement our policies we will require the commitment of everyone involved in the Association. People's attitudes, views and working practices may have to change to ensure that an inclusive agenda is accepted by all and throughout the sport.

14. This will require the Association to respond to issues of equality by creating a series of comprehensive action plans that will state in detail how the Association and all that embrace its structures move towards a swimming structure that is more inclusive.

15. This policy should be read in conjunction with the ASA/ British Swimming's current Equal Opportunities Policy, Harassment and Bullying Policy and Equality Action Plans.

In addition to the ASA equality, diversity and inclusion statement above the ASA also recommends that clubs also refer to the Government Document entitled "Working Together to Safeguard Children". Prejudice and discrimination can prevent some children getting the help they need and everyone involved in working with children and young people should take steps to combat discrimination and actively include all children and young people in their safeguarding measures.

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