

Launceston Swimming Club - Equality and Anti-Discrimination Policy

Launceston Swimming Club

Version Control Sheet

Policy Name: Equality and Anti-Discrimination Policy

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Document date	Filename	Meeting submitted	Summary of changes required	Date of review
01-05-15	Equality and Anti-Discrimination Policy	Committee meeting 19-06-15	New policy	September 2016
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Equality and Anti-Discrimination Policy Statement

Launceston Swimming Club (LSC) is committed to treat everyone equally within the context of their activity, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation or any other relevant characteristic.

LSC is committed to a policy of equal opportunity and anti-discrimination.

The Club will ensure that consideration to equality is incorporated in all aspects of its activities and also recognises and adopts the **Sport England definition of Sports Equity:**

1. Club policies make it clear that all children, young people and vulnerable adults have equal rights to protection.
2. The Club gives guidance on child protection through policies and procedures as detailed through the ASA and Wavpower 2012/2015.
3. The Club have codes of conduct that expect all members and adults concerned with the Club to treat children with dignity, fairness, and respect. These same codes of conduct make it clear that discrimination, offensive or violent behaviour is not acceptable, and complaints will be acted upon.
4. The Club will, at all times, aim to ensure that all parties are fairly treated; the complainant has the opportunity to present their case; and the accused has the opportunity to respond.

Policy

Under this policy Launceston Swimming Club will not accept any form of discrimination in our training programs. Launceston Swimming Club will ensure that all swimmers, coaches, teachers, poolside helpers and (where appropriate) volunteers, will be offered equally favourable treatment, irrespective of disability, age, gender, marital status, sexual orientation, race, ethnic origin, nationality, political or religious beliefs.

All team members have responsibility for ensuring that this Policy is implemented within their sphere of operation.

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Launceston Swimming Club are committed to stopping discrimination and promoting equal opportunities in both the employment and management of staff and in the development, planning and delivery of its services and will strive to meet its obligations under all relevant legislation, including:

Race Relations Act & Race Relations (Amendment) Act 2000; Disability Discrimination Act 1995 (DDA); Sex Discrimination Act 1975 (SDA); The Employment Equality (Sex Discrimination) Regulations 2005; Equal Pay Act 1970 (EPA); Human Rights Act 1998; The Employment Equality (Sexual Orientation) Regulations 2003; The Employment Equality (Age) Regulations 2006; The Employment Equality (Religion or Belief) Regulations 2003 (as amended)

Launceston Swimming Club will ensure that:

1. No employee (paid or voluntary) or job applicant is unfairly discriminated against, either directly or indirectly, on any grounds. This includes on the grounds of their disability, age, gender, marital status, sexual orientation, race, ethnic origin, nationality, political or religious beliefs.
2. All members of Launceston Swimming Club recognise the need to value differences between ethnic and minority groups and to ensure that individual needs regarding culture, religion, and behaviour are met as far as possible.
3. Coaches and committee members will ensure equality of treatment in all disciplinary matters, including dismissal.
4. Detailed policies and procedures are developed on how this policy will be implemented in respect of recruitment and selection, training and development, harassment and employment.
5. All employment applicants will be considered, including those with previous, minor convictions. However, the nature, timing and severity of the offence will be taken into consideration. Existing staff will not necessarily be subject to disciplinary action if they acquire a conviction, as again the nature and severity of the offence will be taken into account. All staff employed by Launceston Swimming Club on a paid or voluntary basis will be expected to:

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- Respect the staff and swimmers they work with.
- Comply with this policy and related policies relating to equality of opportunity.
- Not discriminate against, or encourage others to discriminate against, any other member of staff or person connected with Launceston Swimming Club.
- Not harass, victimise, abuse or intimidate any member of staff.
- Inform Coaches, teachers or management committee if they witness any form of unfair discrimination in the normal course of their work involving any member staff.

Where anyone (paid or voluntary), are found not to have complied with this Policy, disciplinary action will be considered.

It is recognised that whilst much can be achieved by legislative measures, real progress in improving equality of opportunity can only be achieved with a continuing commitment from the Club in all areas and at all levels in order to achieve its aims in equal opportunities. This confirms our commitment to ensuring that Launceston Swimming Club takes a positive attitude to equal opportunities.

Code of Practice

People with Disabilities - We will not tolerate discrimination against people with disabilities. Positive steps will be taken to ensure that people with disabilities are made aware of job & swimming opportunities in the Club, of the services provided by the Club and the opportunities available for any voluntary work.

In order to meet these objectives, we will review and where possible adapt or provide suitable premises, facilities and equipment.

Gender, Marital Status - Launceston Swimming Club will not tolerate discrimination on the grounds of gender or marital status. Sexual harassment of any kind will not be tolerated.

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Sexual Orientation - Launceston Swimming Club will not tolerate discrimination on the grounds of a person's sexual orientation or declared sexual identity.

Racial Discrimination - Launceston Swimming Club will not tolerate discrimination on the grounds of racial or ethnic background. Racial harassment or abuse will not be tolerated.

Political Allegiance - Launceston Swimming Club will not tolerate discrimination on the grounds of a person's political allegiance. We are politically neutral and it will not condone any use of the Launceston Swimming Club name and variance with this stance.

Religious Belief - Launceston Swimming Club will not tolerate discrimination on the grounds of a person's religious belief, and do not discriminate on the grounds of religion and will seek to offer its services to people of all (or no) religious beliefs.

We would not expect staff or members to use their position in the club to win converts for a specific faith.

Recruitment - It is recognised that recruitment and selection is a crucial part of managing equal opportunities and a separate Staff Recruitment Policy has been produced to support this 'Equal Opportunities & Anti-Discrimination Policy' to ensure high standards of recruitment practices are operated.

Launceston Swimming Club will ensure that the ways in which jobs are designated, advertised and filled, fulfil the requirements of its 'Equal Opportunities & Anti-Discrimination Policy'.

Job descriptions and person specifications will be written, and interviews carried out, in accordance with the Launceston Swimming Club 'Equal Opportunities & Anti-Discrimination Policy'.

Training and Development - Training and development of staff is a key part of the clubs quality programme and provision of high quality services. We recognise the importance of ensuring a fair application of training and development provision based on the individual needs of staff.

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Harassment - Staff and members concerns and complaints about equal opportunities and unfair discrimination on an individual or group basis can already be addressed initially through contact being made with the Club Welfare Officer(s). However, it is recognised that individuals may often be reluctant to initiate grievances to seek redress on a particular issue.

Harassment by staff or swimmer of any kind will be considered a disciplinary offence. Harassment may involve derogatory or discriminatory remarks, ridicule, unwanted physical contact, and demands for favours or physical assault. Any behaviour which is offensive to Launceston Swimming Club staff or other person's who come into contact with our staff, or which causes them to feel threatened, or humiliated (on the grounds stated in this policy) or which undermines the quality of service / work performance / or job security, is harassment.

Any staff member who seriously or repeatedly harasses another staff member or anyone else connected with Launceston Swimming Club will be liable to be asked to leave the Club. Similarly, any committee member or volunteer found to have breached the Launceston Swimming Club 'Equal Opportunities & Anti-Discrimination Policy' in this regard will be asked to resign.

Procedures

1. Report any incidents to the Welfare Officer, a Coach, Teacher or a Committee Member.
2. If the case is a serious incident then this will be recorded by that person and referred to the Welfare Officer if he/she is not already aware.

Outcomes

1. The person involved may be asked to genuinely apologise.
2. In serious cases, suspension or even exclusion will be considered.
3. After the incident(s) have been investigated and dealt with, each case will be monitored to ensure repeated discrimination does not take place.

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The ASA Equality Policy and further useful information and equality guidance for clubs can be found at www.swimming.org.

Sports equity is about fairness in sport, equality of access, recognising inequalities and taking action to reduce these wherever possible.

Written 01/05/2015