

Splash Swim School Equality and Diversity Policy

We work to the Institute of Swimming Equality and Diversity Policy statement.

Splash Swim School is firmly committed to the principles and practice of equality, diversity and inclusion in all its functions. Splash Swim School will treat everyone equally within the context of their activity, regardless of sex, ethnic origin, religion, disability, age, sexual orientation or political persuasion.

Splash Swim School will ensure that equity 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.

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

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. Splash Swim School is totally committed to the principles 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:

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

Addressing Equal Opportunities

In addressing equal opportunities, Splash Swim School 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 underrepresented groups in all aspects of our organisation, participation, coaching, teaching, etc. In doing so the Splash Swim School supports four key principals 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 diving, swimming, rookie lifeguard, synchronised swimming and water polo.
 - Accessibility: It is the responsibility of Splash Swim School to provide a service and where possible will make every allowance to accommodate to fit the needs of the many.
 - Inclusion: Wherever and whenever possible, all to access the same quality of provision, and if necessary to use positive action to ensure this.
 - 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

Splash Swim School 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.

Splash Swim School Team

Splash Swim School 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 team 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 practices and procedures to reduce barriers experienced by members of disadvantaged social groups in seeking and during work with Splash Swim School
- Maintain full records in recruitment, training and whilst working for Splash and use this information as a means of identifying areas of inequality.
- Require all our team 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.
- Splash Swim School is committed to encouraging members 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 Splash Swim School

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