

WHITINGS SWIMMING ACADEMY EQUALITY AND DIVERSITY POLICY

Whitings Swimming Academy has adopted and implemented the ASA Wavepower 2020/2023.

Whitings Swimming Academy is committed to treating everyone equally regardless of their age, level of ability or disability, gender (including gender reassignment), marital and civil partnership status, pregnancy or maternity, race, religion or belief, sexual orientation or any other relevant characteristic.

Whitings Swimming Academy will ensure that equality is incorporated in all aspects of its activities and also recognizes and adopts the Sport England definition of Equality and Diversity in sport:

Whitings Swimming Academy also seeks to fulfil Swim England's Equality and Diversity Policy objectives which state:

"Swim England and its subsidiaries are fully committed to the principles and practice of equality of opportunity in all its functions: as an employer, membership organisation, awarding body, in its training and development of teachers and coaches; involvement with officials and administrators; as an advisor to swimming pool designers and operators and as a facilitator of the aquatic disciplines by all its members. It is responsible for ensuring that no job applicant, employee, volunteer, member, service user or person within its jurisdiction (together 'Stakeholders') are unlawfully discriminated against because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (together the 'Protected Characteristics under the Equality Act 2010') or any other irrelevant characteristic". "Swim England considers the aquatic disciplines to provide 'sport for all'. They can and should be made accessible to everyone, to the greatest extent possible".

Whitings Swimming Academy is committed to ensuring that everyone has the right to enjoy sport in an environment free from the threat of discrimination, intimidation, harassment or abuse.

All members of Whitings Swimming Academy have a responsibility to challenge discriminatory behavior and to promote equality of opportunity.

Whitings Swimming Academy will deal with any incidents of discriminatory behavior seriously, in accordance with the disciplinary procedures.

The full ASA Equality and Diversity Policy, along with further useful information and equality guidance can be found at <https://www.swimming.org/swimengland/wavepower-child-safeguarding-for-clubs/>

