

Equity Policy

“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.”

Sport England

East Grinstead Swimming Club is committed to exemplary standards of conduct through the principles of equity and good moral and ethical frameworks.

The club will encourage individuals from all communities to become involved at all levels of participation, coaching, officiating and management.

The club will ensure that all members and staff adhere to the following equity principles.

- All persons must respect the rights, dignity and worth of every human being.
- All individuals must be treated fairly and equally regardless of gender, age, ability, ethnic origin, religion, sexuality, political persuasion, socio/economic status or disability.
- Equity must permeate throughout strategic and development plans.
- An equal professional service will be provided for all participants, harassment and discrimination in any form will not be tolerated.

East Grinstead Swimming Club will strive to avoid inequitable behaviour

- When selecting, recruiting and training individuals.
- In the monitoring of practices and procedures relating to the day-to-day operations.
- In the monitoring of practices relating to activities offered.
- In the preparation and distribution of all materials and publications.
- By relaxing conventional rules and regulations, which may inhibit the performance of a candidate with special needs or disabilities, providing that such action does not affect standard, quality and integrity of the regulations?
- E.G.S.C. will encourage individuals from all communities to become involved in swimming at all levels of participation, coaching, volunteering and management.
- All coaches and volunteers will be issued with a copy of the ASA Coaches Code of Ethics and conduct.