

Equality Policy

Active Swim ensures that equality as stated in the swim school rules 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.’

Active Swim is full committed to the principles of equality of opportunity and is responsible for ensuring that no job applicants, employees, workers, office holders, volunteers, participants or members 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”)

In addition Active Swim recognises that we live in a diverse society and will endeavour to ensure that all stakeholders are given the same opportunities regardless of their socio-economic backgrounds.

Active Swim will encourage partner organisations, including member clubs, affiliated associations, suppliers, sponsors and customers, to adopt and demonstrate their commitment to the principles and practice of equality as set out in this Equality Policy.

Active Swim recognises that individuals (and/or certain groups in our society who share one or more protected characteristics) may not have been able to participate equally and fully in sports related activities in the past. In some instances this may have been as a result of unlawful discrimination.

This policy has been produced to try to prevent and address any unlawful discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against stakeholders that may preclude those from participating fully in sports related Activities.