



EQUALITY AND DIVERSITY POLICY

Vision

Aberdeen Dolphin Swimming Club is committed to creating a culture in which diversity and equality of opportunity are promoted actively and in which unlawful discrimination is not tolerated. The Club recognises the real benefits of having a diverse community of members and to this end, is working towards building and maintaining an environment which values diversity.

1. Equity Statement

Aberdeen Dolphin Swimming Club is strongly committed to equal opportunities for all sectors of the community.

It is the policy of Aberdeen Dolphin Swimming Club to ensure all participants, volunteers, coaches or parents receive equal treatment.

This shall be regardless of gender, marital status, employment status, social class, colour, race, ethnic or national origin, religious belief or disability.

2. Aims of the Policy and underpinning principles

The aim of this policy is to ensure that in carrying out its activities the Club will have due regard to:

promoting equality of opportunity, across all the activities of the Club
promoting good relations between people of a diverse background
eliminating unlawful discrimination

This policy is guided by the following principles:

all swimmers, volunteers, coaches and parents/guardians should enjoy a safe environment free from discrimination and harassment/bullying
all swimmers, volunteers, coaches and parents/guardians should have equal access to any opportunities that are made available by the Club
all swimmers, volunteers, coaches and parents/guardians should be able to participate fully in the work and life of the Club community and celebrate its diversity
swimmers, volunteers, coaches and parents/guardians at the Club should reflect the diversity of talent, experience and skills from the local, national and international pool from which it draws its members
all relevant stakeholders, including swimmers, volunteers, coaches and parents/guardians, have the right to be consulted about Club policy, procedures and practices and are encouraged to contribute to the decision making processes of the Club.



3. Responsibilities

The Aberdeen Dolphin Swimming Club Management Committee is responsible for fostering a culture in which compliance with this policy is regarded as integral to the Club and its members.

Individual members of the Club are responsible for:

supporting and implementing the aims of this policy;
promoting equality of opportunity;
contributing to an environment free of fear or intimidation and which celebrates diversity;
ensuring that their behaviour and actions do not amount to discrimination, harassment, bullying or victimisation in any way.

4. Breach of the Policy

The Club will take seriously any instances of non-adherence to the Equality and Diversity policy by swimmers, volunteers, coaches and parents/guardians. Any instances of non-adherence will be investigated and where appropriate will be considered under the disciplinary process as described in the Constitution.

5. Monitoring and Review

The Club's Management Committee will monitor performance against the policy through continuous observance and attention to member's comments.

The policy will be reviewed if any non-compliance is identified or if swimmers, volunteers, coaches or parents/guardians raise concerns.

6. Relevant Legislation

The Club will implement its Equality and Diversity Policy in accordance with current legislation and codes of practice including:

EU Anti-Discrimination Directives (which currently include the Race Relations Act 1976 (Amendment) Regulations 2003, Religion and Belief Regulation 2003 and Sexual Orientation Regulation 2003
Special Educational Needs and Disability Rights in Education Act 2001
Race Relations Amendment Act 2000
Human Rights Act 1998
Disability Discrimination Act 1995
Race Relations Act 1976
Sex Discrimination Act 1975