



Modernian Swimming Club

(Affiliated to the ASA East Region and Bedfordshire County ASA)

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'

The Modernian Swimming Club (the Club) is fully committed to the principals and practice of equal opportunities across all of its aquatic disciplines, by all its members. In our work with key partners such as swimmers, clubs, teachers, coaches, employees, officials and administrators, 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:

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

Addressing Equal Opportunities

In addressing equal opportunities, the Club will respond to issues of equity by:

- Recognising that as an organisation we need to adapt and work flexibly in order to respond to the needs of a wide and diverse range of people subject to suitability of the premises used.
- Take positive action to increase the involvement from underrepresented groups in all aspects of our organisation, participation, coaching, teaching, officialdom etc. In doing so the

Club 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 swimming.

Accessibility

It is the responsibility of the Club - our teachers, coaches, officials, administrators to adapt provision to fit the needs of the many where practicably possible.

Inclusion

Wherever and whenever possible, all shall have access to the same quality of provision, and if necessary to use positive action to ensure this.

Integrity

Whatever we do as a Club to change or adopt provision, it must be of equal worth, challenging, relevant and in no way patronising.

Lines of responsibility

The Club will strive to become an organisation that values diversity and in order to achieve this we recognize that there must be clear lines of responsibility between all segments of the organisation.

March 2015