

# DUNOON AMATEUR SWIMMING CLUB

## Equity Policy Statement

**DUNOON Amateur Swimming Club** is committed to ensuring that every person will be treated equally within the swimming club regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.

**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 it becomes equally accessible to everyone in society.**

- Dunoon ASC is committed to making equity an integral part of all its future development plans.
- Dunoon ASC welcomes individuals from all parts of the community to enjoy the sport in an environment that is free from all forms of discrimination.
- Dunoon will ensure that any incidences of discrimination will be treated fairly and according to the club disciplinary procedures.
- All members of Dunoon ASC have a responsibility to challenge discriminatory behaviour and promote equality of opportunity

## 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'.**

Swimming is a 'sport for all'. It can and should be enjoyed and made accessible to everyone. Dunoon ASC is totally committed to the principles and practice of equal opportunities across all of its aquatic disciplines by all of its members. In our work with key partners such as swimmers, clubs, teachers, coaches, officials and administrators, we make every effort to ensure that all participation has equity at its core.

In addressing equal opportunities, Dunoon ASC will respond to issues of equity by:

- Recognising that our staff, swimmers, coaches, teachers, officials and administrators need to adapt and work flexibly in order to respond to the needs of a wide and diverse range of people.
- Taking positive action to increase the involvement from under represented groups in all aspects of our organisation, participation, coaching, teaching, volunteers etc.

In doing so, Dunoon ASC supports four key principles 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 and administrators – to adapt provision to fit the needs of the many.

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

**Integrity:** Whatever we do as an organisation to change or adopt provision, it must be of equal worth, challenging, relevant and in no way patronising.