

Swimmers Clinic Equality and Diversity Policy

Introduction Swimmers Clinic is committed to providing an inclusive, diverse, and equitable environment for all swimmers, coaches, volunteers, and partners. We believe that opportunities should be open to everyone, regardless of background or ability, and we strive to embed equality and fairness in all aspects of our work.

Our Commitment

Swimmers Clinic aims to:

- Provide **equal opportunities** for all individuals to participate in swimming activities, whether they are newcomers, regular participants, or club members.
- **Ensure non-discrimination** based on age, disability, gender identity, marital or civil partnership status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex, or sexual orientation.
- **Foster a culture** that values inclusion and promotes fairness in swimming programmes.
- **Create an environment** where everyone has the opportunity to develop and excel in swimming.
- Offer **services and facilities** in a way that is fair, accessible, and does not disadvantage any group or individual.

How We Achieve This

Swimmers Clinic is dedicated to implementing the following measures:

- **Promoting inclusivity** by ensuring our swimming programmes reflect the diversity of the community we serve.
- **Providing affordable access** by offering value-for-money activities and working in partnership with local authorities to implement concessionary pricing for socio-economic target groups.
- **Creating a safe and supportive environment** where all swimmers, regardless of their ability, feel valued and encouraged.
- **Ensuring accessibility** by making reasonable adjustments to facilities and equipment to accommodate diverse needs.
- **Effective communication** with underrepresented groups through our website, social media, and promotional materials that reflect the diversity of our community.
- **Regular monitoring** of swimmer participation and feedback to identify areas for continuous improvement.
- **Upholding equal opportunities policies** and providing equality and diversity awareness training for our staff and coaches.
- **Building a diverse workforce** that reflects the communities we serve and ensuring our team is trained in inclusive practices.

- **Providing training** for staff to enhance awareness and sensitivity when working with diverse groups.
- **Ensuring compliance** with accessibility audits and making reasonable adjustments where necessary.

Review and Accountability

Swimmers Clinic is committed to reviewing and updating this policy annually or as needed to reflect changes in legislation and best practices. We will continue to engage with our community to ensure that our approach to equality, diversity, and inclusion remains effective and impactful.

Contact Information For any questions or concerns regarding this policy, please contact:

Swimmers Clinic

Email: swimmersclinic@gmail.com

Website: <https://swimmersclinic.co.uk/>

Approved on behalf of Swimmers Clinic:

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