

Rothwell Amateur Swimming Club

Equality and Diversity Policy

Rothwell Amateur Swimming Club is committed to encouraging equality and diversity among our organisation, and eliminating unlawful discrimination.

The aim is for our organisation to be truly representative of all sections of society and our students, and for each volunteer, teacher and student to feel respected and able to give their best.

The organisation - in providing swimming teaching services is also committed against unlawful discrimination of persons or the public

The policy's purpose is to:

- provide equality, fairness and respect for all in our organisation,
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation
- oppose and avoid all forms of unlawful discrimination. This includes in benefits, terms and conditions of voluntary employment, dealing with grievances and discipline, dismissal, requests for flexible working, and selection for training or other developmental opportunities

The organisation commits to:

- encourage equality and diversity in the RASC's workplace as they are good practice

- create a working/ voluntary environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all volunteers and teachers are recognised and valued

This commitment includes training volunteers and teachers and all other relevant persons about their rights and responsibilities under the equality policy. Responsibilities include volunteers/ teachers conducting themselves to help the organisation provide equal opportunities in voluntary employment, and prevent bullying, harassment, victimisation and unlawful discrimination

All volunteers/ teachers should understand they, as well as RASC, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their voluntary employment, against fellow voluntary colleagues, students, parents, service providers such as Montsaye Community Sports Centre and the public

- take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow colleagues, students, parents/ guardians, service providers, visitors, the public and any others in the course of the organisation's work activities

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and any appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to termination from the organisation without notice

- make opportunities for training, development and progress available to all teachers and volunteers, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation

- decisions concerning teachers and volunteers being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act)
- review voluntary employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law
- monitor the make-up of the workforce regarding information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality and diversity, and in meeting the aims and commitments set out in the equality policy

Monitoring will also include assessing how the equality policy, and any sporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues

The equality policy is fully supported by Rothwell Amateur Swimming Association and has been agreed with the volunteers and teachers of the Club and agreed at Committee.