



Nottingham Northern Swimming Club  
Beechdale Swimming Centre  
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Nottingham  
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[www.northernsc.co.uk](http://www.northernsc.co.uk)

## Nottingham Northern Swimming Club Equity and Equal Opportunity Policy Statement

Nottingham Northern Swimming club is committed to treat everyone equally within the context of their activity, regardless of sex, ethnic origin, religion, disability, age, sexual orientation or political persuasion.

We will ensure that equity as stated in the club rules is incorporated in all aspects of it's activities and also recognises and adopts the Sport England definition of Sports Equity:

*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 that it becomes equally accessible to all members of society, whatever their age, ability, gender, race, ethnicity, sexuality or socio-economic status.*

Nottingham Northern Swimming Club is committed to everyone having the right to enjoy their sport in an environment free from threat of discrimination, intimidation, harassment and abuse.

All Club members have a responsibility to challenge discriminatory behaviour and promote equality of opportunity.

The Club will deal with any incidence of discriminatory behaviour seriously.

### 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'.**

Nottingham Northern Swimming Club is totally committed to the principals and practice of equal opportunities across all its activities and will ensure that all our policies and practices have equity at their core.

Swimming is a 'sport for all'. It can and should be enjoyed and made accessible to everyone and to achieve this:

## Addressing Equal Opportunities

In addressing equal opportunities, Nottingham Northern Swimming Club will respond to issues of equity by:

- Recognising that all members of Nottingham Northern Swimming Club; committee members, 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, officials and committee members.

In doing so Nottingham Northern Swimming Club supports the ASA/British Swimming four key principals as being fundamental to ensuring that everyone can participate in swimming and the achievement of equality of opportunity:

**Entitlement:** People have a right to participate in and access quality and appropriate experience within swimming,

**Accessibility:** It is the responsibility of the ASA – our teachers, coaches, officials and administrators – to support the adaptations of our provisions 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 a club to change or adopt provision, it must be of equal worth, challenging, relevant and in no way patronising.

## Nottingham Northern Swimming Club as a Membership Organisation.

Nottingham Northern Swimming Club is committed to encouraging membership from all sectors of the community. To achieve this we undertake to:

- Promote an open and honest culture that values diversity in our mission statement.
- Communicate widely, ensuring that our messages can be understood and appreciated by all.
- Positively encourage the involvement of all people, regardless of their gender, race, disability, age and social background.
- Work to redress the effects of discrimination.
- Change attitudes and working practices to ensure that everyone can feel a valued member of the Association

## Teachers and Coaches.

In our training and development of Teachers and Coaches, we will strive to ensure that they:

- Establish and implement professional and ethical values and practice.
- Promote and apply the principals and practices of equal opportunities
- Promote positive images of people with Special needs.
- Have a commitment to providing entitlement and access to all their professional activities.
- Encourage high expectations and standards of achievement from all they teach
- Involve everyone in meaningful and appropriate activity to ensure a quality experience.
- Help everyone to achieve their full potential.

## Committee Members and Officials

In our involvement of officials and committee members we will expect them to:

- Adopt, promote and practice the values of the club.
- Ensure that participation can be enjoyed by all.
- Provide meaningful and appropriate experiences, which recognise and value the diversity of the participants.
- Actively encourage the participation and involvement of people from disadvantaged groups of the community.

Updated 20.2.2010



Accredited



Affiliated Club

Nottingham Northern  
Swimming Club  
Affiliated to ASA  
East Midlands Region



A Nottingham City Club