

Equality Plan: Halton Swimming Club

The 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. The Club 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: Sport Equality is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and the structure of sport to ensure that is becomes equally accessible to all members of society, whatever their age, ability, gender, race, ethnicity, sexuality or socio-economic status						
Objective	Action Required	Lead Person	Where	Date Due	Resources	Date for review
Ensure that our club is accessible for disabled people to take part in integrated activities	No action required: All venues have disabled access and are disability friendly environments. Information is provided via social media, websites, email and noticeboards to provide inclusive communications	Dawn Bibby/ Wendy Hyland	All training venues	Ongoing	Volunteer time commitment to monitor and review	Ongoing
Identify where potential members come from and formalise partnership	Liase with Kingsway Leisure Centre and target swimmers who have reached swim stage 7 to invite them to trials Continue to support & help run the schools galas & target swimmers to invite to trials	Dawn Bibby/ Neil Flaherty/ Wendy Hyland	Kingsway Leisure Centre	Ongoing	Minimal printing costs	Ongoing
Identify the community surrounding the club and ensure that the club activities are accessible to all	No action required: activities are accessible to the surrounding community - 99% of our members are within the Halton postcode areas	Dawn Bibby	N/a	Ongoing	Volunteer time commitment	Ongoing
All teachers/coaches and volunteers are signed up to the Swim England (ASA) Code of Ethics	Codes posted on the Club noticeboard at Kingsway and are displayed in our constitutional rules which is on our website	Sue Howard/ Wendy Hyland	N/a	Ongoing	Minimal printing costs	Dec 2019
All Club members have a responsibility to challenge discriminatory behaviour and promote equality of opportunity	Committee to remain approachable and open to all members in order to effectively challenge inappropriate behaviour. Ensure development opportunities are offered to all coaching team and volunteer workforce	All Members Sue Howard/ Dawn Bibby/ Wendy Hyland	N/a	Ongoing	Volunteer time commitment and costs associated with professional development	AGM Nov 2019
Take positive action to increase the involvement from under-represented groups in all aspects of our organisation, participation, coaching, teaching, officialdom etc.	Parents of new members need informed upon joining that we are volunteer run and parent involvement is essential. Job roles need to be made available to those who are interested in helping.	Neil Flaherty/ Dawn Bibby/ Sue Howard	N/a	Ongoing	Financial costs associated with qualification into the teaching/coaching/judging workstreams and also management development to embrace good governance	Dec 2019