



Bethnal Green Swimming Club **Code of Ethics**

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.

Bethnal Green Swimming Club is committed to treating every individual fairly within the context of their activity. No member, teacher or volunteer will receive less favourable treatment on the grounds of age, colour, disability, ethnic origin, sex, sexual orientation, religious beliefs or political persuasion.

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

- Ensure that equity is incorporated in all aspects of its activities and also adopts the ASA Equal Opportunities Policy.
- Eliminate barriers that discriminate against particular groups.
- Recognise that people are different and therefore may require different provision.
- Make it clear to all individuals working with the Club of its commitment to Equal Opportunities.
- Continuously monitor its procedures in relation to participation to ensure that all individuals are selected, promoted and treated solely on their merits and abilities.
- Promote personal development for all its members, teachers and volunteers to support their progress within the Club
- Is committed to everyone having the right to enjoy their sport in an environment free from threat of discrimination, intimidation, harassment and abuse.

The Club committee is responsible for ensuring that this policy is followed and will deal with any actual or potential breaches of the policy in accordance with the Club's Disciplinary Procedures.

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 positive manner'

Bethnal Green Swimming Club is totally committed to the principals and practice of equal opportunities. In our work with key partners, such as athletes, other clubs, teachers, coaches, officials, volunteers and administrators, we will advocate our policies making every effort to ensure that all participation has equity at its core.

Bethnal Green Swimming Club will strive to become an organisation that values diversity and in order to achieve this we recognise that there must be clear lines of responsibility. These lines of responsibility can be found within the Club's Disciplinary Procedures.

Bethnal Green Swimming Club as an employer (of volunteers, teachers and coaches)

Bethnal Green Swimming club aspires to provide a diverse workforce which reflects the broader community in terms of gender, ethnicity and disability. In order to achieve this we undertake to :-

- Provide full and fair considerations for all jobs, roles and applications.
- Assist all employees to realise their full potential by promoting and supporting training opportunities and career development.
- Wherever possible modify practices and procedures to reduce barriers experienced by members of disadvantaged social groups wishing to work with the club.
- Regularly review our recruitment, selection, training and promotion procedures to ensure that they are fair and reflect current best practice.

Bethnal Green Swimming Club as a Membership Organisation

Bethnal Green 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.
- Communicate widely, trying to ensure that our messages are understood and appreciated by all.
- Positively encourage the involvement of all people regardless of their gender, race, disability, age and social background.
- Give fair and unbiased consideration for the provision of equal access to lower income families.
- Work to redress the effects of discrimination.
- Change attitudes and working practices to ensure that everyone can feel a valued member of the Club.

Teachers and Coaches

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

- Implement professional and ethical values and practice.
- Promote and apply the principals and practices of Equal Opportunities.
- Promote positive images of members who have special needs.
- Encourage high expectations and standards of achievement from all they teach.
- Help everyone achieve their full potential.

Officials and Administrators

In our involvement of officials and administrators we will expect them to :-

- Adopt, promote and practice the values of the Club.
- Ensure that participation can be enjoyed by all.
- Actively encourage the participation and involvement of people from disadvantaged groups of the community.

Bethnal Green Swimming Club will deal with any incidence of discriminatory behaviour seriously, in accordance with the Club's Disciplinary Procedures.