

# CHIPPENHAM AMATEUR SWIMMING CLUB

Founded 1877

Affiliated to the ASA



## CASC Equality, Diversity & Inclusion Policy Statement

Chippenham Amateur Swimming Club (CASC) is committed to treat everyone equally within the context of their activity, regardless of gender, ethnic origin, religion, disability, age, sexual orientation or political persuasion.

CASC will ensure that equality, as stated in the club constitution, is incorporated in all aspects of its activities and also recognises and adopts the Sport England definition of Sports Equality:

*Sports equality 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.*

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

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

CASC will deal with any incidence of discriminatory behaviour seriously, according to the club 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 proactive and positive manner.”

CASC recognises and supports the four key principals identified by the ASA/British Swimming as being fundamental to ensuring that everyone can participate in our sport and the achievement of equality of opportunity at our club:

- **Entitlement:** People have a right to participate in and access quality and appropriate experiences within swimming and synchronised swimming.
- **Accessibility:** It is the responsibility of CASC to adapt provision to fit the needs of all.
- **Inclusion:** Wherever and whenever possible CASC will try to ensure all have access to the same quality of provision, and if necessary will 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.

