

8. Equity and Equality Policy

The Kilmarnock Amateur Swimming Club ("KASC") 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. KASC will ensure that equity is incorporated in all aspects of its activities

KASC is committed to everyone having the right to enjoy their sport in an environment free from threat of discrimination, intimidation, harassment and abuse of all manners. Everyone has a responsibility to challenge discriminatory behaviour and promote equality of opportunity. KASC will deal with any incidence of discriminatory behaviour extremely seriously.

Equal Opportunity in Swimming

Kilmarnock Amateur Swimming Club is totally committed to the principles and practice of equal opportunities across all of its disciplines, by all its members. In our work we will advocate our policies and make every effort to ensure that all participation has equity at its core.

Swimming is a "sport for all". It can and should be enjoyed and made accessible to everyone. To achieve this, Kilarnock Amateur Swimming Club will:

- Commit to working towards ensuring that swimming is accessible to the many rather than the few
- Recognise the need to acknowledge the diversity of provision that is required to ensure that all people, regardless of their race, sex/gender, disability, age, sexual orientation, social or economic background can access swimming and develop at a level that is appropriate to them
- Recognise that equal opportunity is about recognising that people are different and therefore require different provision
- Recognise the need to consult widely in order to respond to diversity.

Addressing Equal Opportunities

In addressing equal opportunities, KASC will respond to issues of equity by:

- recognising that as an organisation we need to adapt and work flexibly in order to respond to the needs of a wide and diverse range of people
- take positive action to increase the involvement from under-represented groups in all aspects of our organisation, participation, coaching, teaching, officialdom etc.

In doing so KASC supports four key principals as being fundamental to ensuring that everyone can participate in our sport and the achievement of equality of opportunity:

- **Entitlement:** People have a right to participate in and access quality and appropriate experiences within swimming.
- **Accessibility:** It is the responsibility of KASC, our teachers, coaches, volunteers, officials and administrators to adapt provision 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.

Lines of Responsibility

KASC 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 between all segments of the organisation.

KASC 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, 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 KASC.

Members of KASC

In our training and development of the members of KASC, we will strive to ensure that they:

- establish and implement professional and ethical values and practice
- promote and apply the principles 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.

In our involvement of the members of KASC we will expect them to:

- adopt, promote and practice the values of KASC
- 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.

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