

BSC Equity Policy. [1]

BSC believe that the welfare of children is every ones responsibility

The club is committed to treat everyone within the context of their ability, regardless of sex, ethnic origin, religion, disability, age, sexual orientation or political persuasion. All children have a right to enjoy sport free from all forms of abuse or sexual exploitation.

BSC recognises and adopts the Sport England definition of Sport's 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 it becomes equally accessible to everyone in society."*

Any swimmer taking trials with BSC will be given access to swimming either from the club or through EYRC lessons.

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

When visiting other clubs BSC will present a positive image.

Swimmers, coaches, teachers, poolside workers, officials and administrators and parents will advocate our policy and make every effort to ensure that all participation has equity at its core. They will work flexibly in order to respond to the needs of a wide and diverse range of people.

BSC recognises the need to celebrate differences and diversity of provision as a means of creating entitlement and accessibility and is committed to work towards ensuring swimming is accessible to the many rather than the few. BSC links with other organisations to assess positive actions either within the club or those agencies in the best interests of all swimmers.

The club will deal with any incidents where BSC codes are violated according to the clubs disciplinary procedures.

BSC has the responsibility to maintain confidentiality in all cases involving child protection and poor practice in line with current ASA legislation.

BSC members will strive to create an atmosphere where all are welcomed and valued to assist all our members to realise their full potential and gain the maximum benefit from the sport.

Equity Policy [2]

Benefits of Sport Equity include the possibility of more administrators, leaders, coaches, participants.

1. Administrators. BSC encourages all members to look at and consider an administrative contribution within the club. AGM to vote on new members and explain the commitment needed for all positions.
2. BSC will encourage poolside helpers, teachers and coaches to attend courses that will give them access to other roles. Coaches and teachers will mentor future leaders. They will be asked to be team helpers at Galas by way of introduction to leadership.
3. Aspiring team leaders will attend appropriate courses. They will have the opportunity to shadow someone already holding that position to gain the valuable experience they will need before, they too, become successful managers.
4. Participants. BSC will encourage all members to be helpers in several capacities i.e. setting up, selling sweets and raffle tickets, supporting at Galas etc. All help is valuable to BSC.
5. BSC will encourage all members to get the most benefit from the club by being involved in as many activities as possible This will ensure the maximum enjoyment and fulfilment for themselves and the swimmers.