OKEHAMPTON OTTERS

SWIMMING CLUB

INCLUSIVENESS POLICY (IN LINE WITH CLUB CONSTITUTION AND CODES OF CONDUCT)

February 2023

The objects of the Club shall be the teaching, development and practice of swimming for its members and shall, where appropriate, be to compete. In the furtherance of these objects:

It shall not apply nor endorse unlawful or unjustified discrimination and shall act in compliance with the protections afforded by the Equality Act 2010.

The Club shall implement the Swim England Equality Policy (as may be amended from time to time).

Admission to membership shall be determined by the Club’s agreed process. In its consideration of applications for membership, the Club shall not act in a discriminatory manner and in particular, shall adhere to the Equality Act 2010 (as may be amended). Accordingly, (unless the Club chooses to restrict its membership to only people who share the same Protected Characteristic) the Club shall not refuse membership on the basis of a Protected Characteristic within the Equality Act 2010. Neither may refusal be made on the grounds of political persuasion.

The Executive Officers (or the Committee) shall have the power in special circumstances to remit the whole or part of the Club fees, to address issues of social inclusion. The club may also make suitable arrangements for the required payment of Swim England, Regional and County fees (where applicable).

Codes of Conduct ensure that all club members:

* Behave positively and treat others with respect
* Respect and celebrate difference and do not discriminate against anyone else on the grounds of gender, race, sexual orientation, faith or ability
* Champion everyone’s right to take part and celebrate difference in our club by not discriminating against anyone else on the grounds of gender, race, sexual orientation, faith or ability
* Treat others with respect and appreciate that everyone has a different level of skill or talent
* Understand that that the use of abusive or inappropriate language, bullying, or physical violence or any other behaviour which hurts others will not be tolerated by the club
* Support and encourage team mates, telling them when they have done well and being there for them when they’re struggling