



Equality and Diversity Policy

Harlow Penguins Swimming Club is committed to treating everyone equally regardless of their age, level of ability or disability, gender (including gender reassignment), marital and civil partnership status, pregnancy or maternity, race, nationality, religion or belief, sexual orientation or any other relevant characteristic.

Harlow Penguins Swimming Club will ensure that equality is incorporated in all aspects of its activities.

Harlow Penguins Swimming Club also seeks to fulfil Swim England's Equality and Diversity Policy objectives which state:

"Swim England and its subsidiaries are fully committed to the principles and practice of equality of opportunity in all its functions: as an employer, membership organisation, awarding body, in its training and development of teachers and coaches; involvement with officials and administrators; as an advisor to swimming pool designers and operators and as a facilitator of the aquatic disciplines by all its members. It is responsible for ensuring that no job applicant, employee, volunteer, member, service user or person within its jurisdiction (together 'Stakeholders') are unlawfully discriminated against because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (together the 'Protected Characteristics under the Equality Act 2010') or any other irrelevant characteristic".

"Swim England considers the aquatic disciplines to provide 'sport for all'. They can and should be made accessible to everyone, to the greatest extent possible".

Harlow Penguins Swimming Club are committed to ensuring that everyone has the right to enjoy sport in an environment free from threat of discrimination, intimidation, harassment and abuse.

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

Harlow Penguins Swimming Club will deal with any incidents of discriminatory behaviour seriously, in accordance with the organisation's disciplinary procedures.

The full Swim England Equality and Diversity Policy along with further useful information can be found at swimming.org/swimengland/equality-and-diversity/.