



Splash Into Swimming

Turn Your Splashing Into Swimming

# ‘Splash into Swimming’ Swim School Equality and Diversity Policy

## 1. Introduction

Splash into Swimming is committed to promoting equality, diversity, and inclusion in all aspects of our activities. This Equality and Diversity Policy outlines our commitment to fostering a culture of respect, fairness, and equal opportunities for all individuals involved in our programs, regardless of age, gender, race, ethnicity, disability, sexual orientation, religion, or any other protected characteristic.

## 2. Legal Framework

Our equality and diversity practices are informed by and comply with relevant UK legislation and guidance, including but not limited to:

- The Equality Act 2010
- The Human Rights Act 1998
- The Public Sector Equality Duty (PSED)
- The Equality and Human Rights Commission (EHRC) Codes of Practice

## 3. Policy Statement

Splash into Swimming recognises the importance of promoting equality, diversity, and inclusion as fundamental principles of good practice. We are committed to creating an environment where everyone is treated with dignity and respect, has equal access to opportunities, and can participate fully in our programs, regardless of their background or circumstances.

## 4. Key Principles

4.1. **Equal Opportunities:** We provide equal opportunities for all individuals to participate in our programs, regardless of their age, gender, race, ethnicity, disability, sexual orientation, religion, or any other characteristic.

4.2. **Non-Discrimination:** We do not tolerate discrimination, harassment, or victimisation of any kind and take proactive measures to address and prevent discriminatory behaviour.

4.3. **Reasonable Adjustments:** We make reasonable adjustments to accommodate the needs of individuals with disabilities, ensuring they can access our facilities and participate fully in our activities.

4.4. **Inclusive Practice:** We promote inclusive practices that celebrate diversity, challenge stereotypes, and foster a sense of belonging for all participants, staff, and volunteers.

4.5. **Training and Awareness:** We provide training and raise awareness among staff and volunteers to promote understanding and appreciation of diversity and to challenge discrimination and prejudice.

## 5. Roles and Responsibilities

5.1. **Management:** Management is responsible for promoting equality and diversity, embedding inclusive practices, and ensuring compliance with legal requirements.

5.2. **Staff:** All staff are responsible for treating others with respect and fairness, challenging discriminatory behaviour, and promoting equality and diversity in their interactions and decision-making.

5.3. **Learners and Families:** Learners and families are expected to respect the diversity of others, treat everyone with dignity and fairness, and contribute to creating an inclusive and welcoming environment.

## 6. Review and Monitoring

We monitor participation and engagement in our programs to identify barriers to access or participation and take corrective action to address inequalities.

This Equality and Diversity Policy will be reviewed annually and updated as necessary to reflect legislation, guidance, and best practice changes.

## 7. Complaints Procedure

We have a complaints procedure in place to enable individuals to raise concerns or complaints about discrimination or unfair treatment, which will be handled promptly and confidentially.

## 8. Contact Information

Equality and Diversity Officer: Marion Bryant

Contact Number: 07707 368548

Email: [info@splashintoswimming.co.uk](mailto:info@splashintoswimming.co.uk)

## 9. Review Date

This Equality and Diversity Policy was last reviewed on 15<sup>th</sup> April 2024. It will be reviewed again on or before 15<sup>th</sup> April 2025.

Signed:



Marion Bryant  
Owner of Splash into Swimming  
15<sup>th</sup> April 2024