



Dorset County ASA

Equality, Diversity & Inclusion Policy

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 that it becomes equally accessible to all members of society.

Dorset County ASA is committed to treat everyone equally within the context of their activity, regardless of age, level of ability or disability, gender (including gender reassignment), socio-economic and marital or civil partnership status, ethnic origin, religion or belief, political persuasion, age, sexual orientation, political persuasion, or any other relevant characteristic.

Dorset County ASA will ensure that equality, as stated in the Constitution of the Association, is incorporated in all aspects of its activities and recognises and adopts the Sport England definition of Equality and Diversity in sport. Sport England believes sporting opportunities should be open to all and are committed to:

- Developing a culture that enables and values everyone's full involvement.
- Creating an environment in which everyone has opportunities to play, compete, officiate, coach, volunteer and run community sport.
- Overcoming potential barriers for those wishing to play sport, particularly if they are from groups who are currently under represented in sport.

The Association also seeks to fulfil Swim England's Equality and Diversity Policy objectives which, along with further guidance, can be found at www.swimming.org/swimengland/equality-and-diversity/

Equal opportunity in our sports

Dorset County ASA is totally committed to the principles and practice of equal opportunity across all its aquatic disciplines and by all its members. In the administration of the Association and management of its events and activities, we will advocate our policies and make every effort to ensure that all participation has equity at its core. To achieve this the Association will:

- Commit to working towards ensuring that its sports are accessible to the many rather than the few.
- Recognise and acknowledge that diversity of provision is required to ensure all individuals regardless of relevant characteristics can access, enjoy, and develop at a level that is appropriate to them.
- Recognise the need to consult widely to respond to diversity.

Addressing Equal Opportunity

The Association will respond to issues of equity by:

- Recognising that the Association needs to continually adapt and work flexibly to respond to the needs of a wide and diverse range of people.
- Take positive action to increase the involvement of underrepresented groups in all aspects of the Association including but not restricted to participation, officialdom, coaching, teaching, and volunteering.

In doing so, the Association supports four key principles as being fundamental to ensuring that everyone can participate in its sports and achieve equality of opportunity:

- Entitlement: People have the right to participate in and access quality and appropriate experiences within aquatic sports.
- Accessibility: It is the responsibility of the Association, its administrators, officials, teachers, coaches, and volunteers to adapt provision to fit the needs of the many.
- Inclusion: Wherever and whenever possible and reasonable, all to access the same quality of provision, and if necessary to use positive action to ensure this.
- Whatever we do as an Association to change or adopt provision, it must be of equal worth, challenging, relevant and in no way patronising.

Responsibility

The Association will strive to become an organisation that values diversity and to achieve this the Association is committed to encouraging membership from all sectors of the community. To achieve this the Association undertakes to:

- Promote an open and honest culture that values diversity.
- Communicate widely, ensuring that its messages can be understood and appreciated by all.
- Positively encourage the involvement of all people, regardless of their relevant characteristics.
- Work to redress the effects of discrimination and address any incidents of discriminatory behaviour promptly in accordance with the disciplinary procedures of the Association.
- Change attitudes and working practices to ensure that everyone can feel a valued member of the Association.

Members of the Association

The Association, its practices, training and development, will strive to ensure that its members:

- Establish and implement professional and ethical values and practice.
- Promote and apply the principles and practices of equal opportunity.
- Promote positive images of people with special needs.
- Are committed to providing entitlement and access to all their professional activities.
- Encourage high expectations and standards of achievement.
- Involve everyone in meaningful and appropriate activity to ensure a quality experience.
- Help everyone to achieve their full potential.

The Association

In its involvement of the members of the Association, the Association will expect them to:

- Adopt, promote and practice the values of the Association.
- 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.