

Equality, Diversity & Inclusion Statement

(September 2026)

Ripley Rascals Swimming Club (hereinafter called “The Club”) is Aligned to Swim England’s Equality, Diversity & Inclusion Policy (2026)

The Club is committed to treating everyone fairly and with respect, regardless of age, ability or disability, gender or gender reassignment, marital or civil partnership status, pregnancy or maternity, race, religion or belief, sex, sexual orientation, or any other characteristic protected under the **Equality Act 2010**.

The Club will ensure that Equality, Diversity and Inclusion are embedded across all areas of our activity. We also support and uphold the objectives of **Swim England’s Equality, Diversity & Inclusion Policy**, which states:

“Swim England is fully committed to the principles and practice of equality of opportunity in all its functions. It is responsible for ensuring that no job applicant, employee, volunteer, member, service user or stakeholder is unlawfully discriminated against because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

Swim England considers the aquatic disciplines to provide ‘sport for all’ and believes they should be accessible to everyone, to the greatest extent possible.”

The Club is committed to ensuring that everyone has the right to enjoy swimming in an environment free from discrimination, intimidation, harassment or abuse.

All Members, Coaches, Teachers, Volunteers and Officials share responsibility for promoting equality of opportunity and challenging discriminatory behaviour whenever it occurs.

The Club will treat any incident of discriminatory behaviour seriously and will address it in accordance with the Club’s Disciplinary Procedures and Swim England’s Judicial Regulations.

For further information, the full Swim England Equality, Diversity & Inclusion Policy can be found at:

<http://www.swimming.org/swimengland/equality-and-diversity>

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