



BNSC Equality and Diversity Policy

Bristol North Swimming Club (BNSC) is committed to providing a nurturing, friendly and safe environment for all of our members, parents/carers, and volunteers who wish to participate in swimming without threat of discrimination.

To achieve this, we have established a set of policies and procedures which include this document. Our full set of policies and procedures with which all our members, parents/carers, and volunteers are expected to comply, are available on our website.

Our policies and procedures are founded on Swim England's Child Safeguarding Policies and Procedures, known as **Wavepower**. Links to Wavepower can be also be found on our website.

Swim England, British Swimming and Bristol North Swimming Club are committed to tackling all forms of discrimination and strive to become inclusive for all those who want to participate in swimming (as competitors, officials, coaches and administrators), regardless of their age, level of ability or disability, gender (including gender reassignment), marital or civil partnership status, pregnancy or maternity, race, religion or belief, sexual orientation or any other relevant characteristic.

All club members, parents/carers, and volunteers must comply with the letter and spirit of the Swim England Equality and Diversity Policy. To this end Swim England and BNSC will not tolerate:

- Discrimination on the grounds set out above.
- Harassment.
- Bullying.
- Abusive or insensitive language.
- Inappropriate behaviour detrimental to any individuals or groups of individuals.

Swim England, British Swimming and Bristol North are governed by UK law and will seek to ensure that its participants are committed to addressing its responsibilities under law.

Published: January 2019
Last Review: January 2022
Next Review: January 2024
Contacts: Welfare Officer