

# Blyth Lifeguard & Swimming Club



## Equality and Diversity Policy

BLSC 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, religion or belief, sexual orientation or any other relevant characteristic.

BLSC will ensure that equality is incorporated in all aspects of its activities.

BLSC also seeks to fulfil Swim England's Equality and Diversity Policy objectives which state:

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".

BLSC is 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.

BLSC will deal with any incidents of discriminatory behaviour seriously, in accordance with the organisation's disciplinary procedures.

Blyth Lifeguard and Swimming Club follows guidance provided by Relevant Governing Bodies (RGB) Swim England, Royal Lifesaving Society (RLSS) Surf Lifesaving Great Britain (SLGB), Swim Teachers Association (STA) and The National Society for the Prevention of Cruelty to Children (NCPCC) in formulating our policies, regulations and codes of conduct and in having robust procedures in place for when these are breached.

Agreed by BLSC Executive Committee	Due for review
22 July 2024	22 July 2026