



BNSC Equality, Diversity & Inclusion Policy

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

Equality – Ensuring that every individual has an equal opportunity to make the most of their lives and talents.

Diversity – The differences between people. Inherently linked with the concept of 'representation', our objectives with regards to 'diversity' refer to our work towards ensuring our membership is reflective of the communities in which they are based.

Inclusion – A sense of belonging, feeling respected, valued for who you are; feeling a level of supportive energy and commitment from others so that you can do your best.

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 Safeguarding Policies and Procedures, known as [Wavepower v2.1](#). Links to Wavepower can 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, sex, 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, Diversity and Inclusion Policy. To this end Swim England and BNSC will not tolerate:

- Discrimination on the grounds set out above.
- Harassment.
- Victimisation
- 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.

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