



## **Club Equalities Policy**

Ledbury & Malvern Amateur Swimming Club (LAMSC) is committed to treat everyone equally within the context of their activity, regardless of age, gender/gender identity, race, ethnicity, religion/belief, disability, age, sexuality, political beliefs or socio-economic status.

LAMSC will ensure that equity as stated in the club rules is incorporated in all aspects of its activities and recognises and adopts the Sport England definition of Sports Equity:

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, whatever their age, ability, gender/gender identity, race, ethnicity, religion/belief, disability, sexuality, political persuasion, or socio-economic status.

LAMSC is committed to everyone having the right to enjoy their sport in an environment free from the threat of discrimination, intimidation, harassment and abuse.

All LAMSC members have a responsibility to challenge discriminatory behaviour and promote equality of opportunity.

LAMSC will deal promptly with any incidence of discriminatory behaviour seriously, according to the club disciplinary procedures and will keep documents related to any investigations securely and in line with the General Data Protection Regulations (GDPR) and Data Protection Act 2018.

LAMSC Committee

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