



# Halliwick Penguins Swimming Club

## for disabled people

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Registered Charity Number 1033588

AFFILIATED TO HALLIWICK AST



## Equality, Diversity & Inclusion Policy

Halliwick Penguins Swimming Club is a swimming club for disabled people of all ages with whatever disability. In that context and generally, Halliwick Penguins Swimming Club is committed to encouraging equality, diversity and inclusion, and to eliminating unlawful discrimination.

The aim is that every club member should feel respected and able to give their best.

Halliwick Penguins Swimming Club is committed against unlawful discrimination of or by its members.

This policy's purpose is to:

- provide equality, fairness and respect for all club members
- not to unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- oppose and avoid all forms of unlawful discrimination. This includes in providing training or other developmental opportunities and in dealing with grievances and discipline

Halliwick Penguins Swimming Club commits to:

- Encouraging equality, diversity and inclusion.
- Creating an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued. Club members must conduct themselves to help the club provide equal opportunities and to prevent bullying, harassment, victimisation and unlawful discrimination. Club members must understand that they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination.
- Taking seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow club members, visitors, the public and any others during the club's activities. Such acts will be dealt with as misconduct under the club's complaints and grievance policy and procedures, and appropriate action will be

taken.

- Making opportunities for training, development and progress available to all volunteers, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised.
- Making decisions based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- Reviewing practices and procedures when necessary and updating them and this policy to ensure fairness and to take account of changes in the law.

Please also refer to our Anti-Bullying Policy and our Policy on Disruptive Behaviour.