



PERTH CITY SWIM CLUB

Equity Policy Statement

Perth City Swim Club is committed to ensuring that every person will be treated equally within the swimming club regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.

The club recognises and adopts Sport England's 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 it becomes equally accessible to everyone in society.”

The club is committed to making equity an integral part of all development plans for the future.

The club welcomes individuals from all parts of the community to enjoy the sport in an environment that is free from all forms of discrimination.

The club ensures that any incidences of discrimination are treated fairly and according to the clubs discipline procedures.

In making this statement the club uses the following Scottish Swimming key definitions:

- **Equity** is fairness – all people are respected and treated without discrimination and there is access for all;
- **Equality** is treating people equally or making sure equal numbers (members) from all community groups are offered and participate in the same opportunities;
- **Equal Opportunity** is the prevention, elimination or regulation of discrimination between people because of their sex or marital status, race, disability, age, sexual orientation, language or social origin, religious or political belief (Scotland Act 1998);
- **Direct Discriminations** means treating someone less favourably that you would treat others in the same circumstances;
- **Indirect Discrimination** occurs when a job requirement or condition is applied equally to all, which has a disproportionate and detrimental affect on one sector of society, because fewer from that sector can comply with it and the requirement cannot be justified in relation to the job;
- **Harassment** is described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be directed towards people because of their gender, appearance, race, colour, ethnic origin, nationality, age, sexual preference, a disability or some other characteristic;
- **Victimisation** is defined as when someone is treated less favourably than others because he or she has taken action against Scottish Swimming or the club under one of the relevant Acts/regulations of the governing body