

Suffolk Coastal Torpedoes Water Polo Club

www.sc-torpedoes.co.uk

Chairman: Sue White
Secretary: Fiona White

Affiliated to ASA East Region & Suffolk County ASA

Suffolk Coastal Torpedoes Water Polo Club Equity Policy Statement

Suffolk Coastal Torpedoes Water Polo Club is committed to treat everyone equally within the context of their activity, regardless of sex, ethnic origin, religion, disability, age, sexual orientation or political persuasion.

Suffolk Coastal Torpedoes Water Polo Club will ensure that equity as stated in the club rules and codes of practice is incorporated in all aspects of its activities and also 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, race, ethnicity, sexuality or socio-economic status.

Suffolk Coastal Torpedoes Water Polo Club is committed to everyone having the right to enjoy their sport in an environment free from threat of discrimination, intimidation, harassment and abuse.

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

Suffolk Coastal Torpedoes Water Polo Club will deal with any incidence of discriminatory behaviour seriously, according to the club disciplinary procedures.

Equal Opportunity in Water Polo

‘Equal Opportunity is about celebrating difference and diversity and as such providing a water polo structure that can respond to this in a proactive and positive manner’.

Suffolk Coastal Torpedoes Water Polo Club is totally committed to the principals and practice of equal opportunities across all of its aquatic disciplines, both as an employer, provider and as facilitator of such practices by all its members. In our work with key stakeholders, such as the players, parents, teachers, coaches, officials, volunteers and committee members, we will advocate our policies make every effort to ensure that all participation has equity at its core. Water polo is a ‘sport for all’. It can and should be enjoyed and made accessible to everyone and to achieve this:

- Suffolk Coastal Torpedoes Water Polo Club is committed to work towards ensuring that water polo is accessible to the, many rather than the few.

- Suffolk Coastal Torpedoes Water Polo Club recognizes the need to acknowledge the diversity of provision that is required to ensure that all people, regardless of their race, sex/gender, disability, age, sexual orientation, social or economic background can access water polo and develop at a level that is appropriate to them.
- Suffolk Coastal Torpedoes Water Polo Club recognizes the need to celebrate differences and diversity of provision as a means of creating entitlement and accessibility to our structures.
- Suffolk Coastal Torpedoes Water Polo Club recognizes that equal opportunity is about recognizing that people are different and therefore require different provision.
- Suffolk Coastal Torpedoes Water Polo Club recognizes the need to consult widely in order to respond to diversity.

Addressing Equal Opportunities

In addressing equal opportunities, Suffolk Coastal Torpedoes Water Polo Club will respond to issues of equity by:

- Recognising that our staff, athletes, coaches, teachers, officials and administrators need to adapt and work flexibly in order to respond to the needs of a wide and diverse range of people.
- Taking positive action to increase the involvement from under represented groups in all aspects of our organisation, participation, coaching, teaching, officialdom etc.

In doing so Suffolk Coastal Torpedoes Water Polo Club supports four key principals as being fundamental to ensuring that everyone can participate in our sport and the achievement of equality of opportunity:

Entitlement:

People have a right to participate in and access quality and appropriate experiences within all water-polo sections.

Accessibility:

It is the responsibility of the club – our teachers, coaches, officials and committee – to adapt provision to fit the needs of the many.

Inclusion:

Wherever and whenever possible, all to access the same quality of provision, and if necessary to use positive action to ensure this.

Integrity:

Whatever we do to change or adopt provision, it must be of equal worth, challenging, relevant and in no way patronising.

Lines of responsibility.

Suffolk Coastal Torpedoes Water Polo Club will strive to become an organisation that values diversity and in order to achieve this we recognise that there must be clear lines of responsibility between all segments of the club.

Suffolk Coastal Torpedoes Water Polo Club as an employer.

Suffolk Coastal Torpedoes Water Polo Club aspires to provide equality of opportunity in terms of gender, ethnicity and disability.

In order to bring about this diversity we undertake to:

- Provide full and fair considerations for all job, role and applications.
- Assist all our employees to realise their full potential by ensuring that they receive fair consideration of their training and career development needs and promotion opportunities.
- Wherever possible modify employment practices and procedures to reduce barriers experienced by members of disadvantaged social groups in seeking and during employment with the club.
- Ensuring transparent recruitment and selection procedures. Ensuring recruitment and selection procedures that reflect current best practice.
- Maintain full records in recruitment, training and employment and use this information as a means of identifying areas of inequality.
- Ensuring all those involved in recruitment and selection procedures are fully aware of equality and diversity principles and current best practice.

Suffolk Coastal Torpedoes Water Polo Club as a Membership Organisation.

Suffolk Coastal Torpedoes Water Polo Club is committed to encouraging membership from all sectors of the community. To achieve this we undertake to:

- Promote an open and honest culture that values diversity.
- Communicate widely, ensuring that our messages can be understood and appreciated by all.
- Positively encourage the involvement of all people, regardless of their gender, race, disability, age and social background.
- Work to redress the effects of discrimination.
- Change attitudes and working practices to ensure that everyone can feel a valued member of the club.

Teachers and Coaches - In our training and development of Teachers and Coaches, we will strive to ensure that they:

- Establish and implement professional and ethical values and practice.
- Promote and apply the principals and practices of equal opportunities
- Promote positive images of people with Special needs.
- Have a commitment to providing entitlement and access to all their professional activities.
- Encourage high expectations and standards of achievement from all they teach Involve everyone in meaningful and appropriate activity to ensure a quality experience.
- Help everyone to achieve their full potential.

Officials and Volunteers - In our involvement of officials and volunteers we will expect them to:

- Adopt, promote and practice the values of the Club.
- Ensure that participation can be enjoyed by all.

- Provide meaningful and appropriate experiences, which recognise and value the diversity of the participants.
- Actively encourage the participation and involvement of people from disadvantaged groups of the community.

Policy adopted at Committee Meeting: 14th Jan 2013

Policy Review date: 14th Jan 2014