

## **Equal Opportunities Policy**

Oxford Swans Swimming Club aims to be an equal opportunity organisation.

The organisation recognises the diversity of our community and the problems of intentional or unintentional discrimination that can exist in society. It is committed to tackling discrimination on the basis of race, ethnicity, gender, sexual orientation, social class, criminal record class, religion or disability.

Requests for volunteers may contain encouragement to specific applicants regarding essential or minimum requirements and desirable skills.

Oxford Swans Swimming Club aims to encourage volunteers to develop their potential, therefore access to requisite training programmes and opportunities for development are available to all volunteers without discrimination.

This equal opportunities policy is a valuable and on-going process, and will be monitored and evaluated to ensure its effectiveness and relevance to the community it serves.

As a private Club the Committee has the right to exclude from the affiliated Club, any person who breaches the rules or by their behaviour disrupts the smooth running of the Club.

Date policy agreed 31<sup>st</sup> October 2016

Date for review October 2018