

Tidal Swim Club: Equality, Diversity, and Inclusion (EDI) Policy



Date of Assessment: 01/02/2025

Assessor Name: Michael Brackstone, Director and DSL

Reviewed By: Niamh Wilkinson Director and CEO

Next Review Date: 01/02/2026

1. Policy Statement

Tidal Swim Club is committed to promoting equality, diversity, and inclusion in all aspects of our activities. We believe that everyone, regardless of age, gender, race, disability, sexual orientation, religion, or background, should have equal access to swimming and feel welcome, valued, and respected.

2. Purpose

This policy ensures that Tidal Swim Club:

- Provides a welcoming and inclusive environment for all members, staff, and volunteers.
- Prevents discrimination, harassment, and unfair treatment.
- Promotes equal opportunities in participation, training, and leadership roles.
- Encourages a diverse and inclusive club culture.

3. Scope

This policy applies to all members, instructors, staff, volunteers, parents, and visitors involved in the club's activities, whether in training sessions, competitions, or social events.

4. Our Commitments

- **Equal Access:** We provide swimming opportunities for everyone, ensuring fairness in membership, training, and competition selection.
- **Respect and Dignity:** All individuals are treated with courtesy and respect. Any form of discrimination, bullying, or harassment will not be tolerated.
- **Diversity Awareness:** We recognize and celebrate individual differences, promoting an environment where everyone can thrive.
- **Inclusive Coaching:** Our instructors receive training on inclusivity and adapt sessions to accommodate diverse needs, including those with disabilities.
- **Zero Tolerance for Discrimination:** Any reported incidents of discrimination or harassment will be taken seriously and handled according to our disciplinary procedures.

5. Responsibilities

- **Club Management:** Ensures the policy is implemented and reviewed regularly.
- **Instructors & Staff:** Uphold the principles of EDI in their interactions and coaching practices.
- **Members & Parents:** Support an inclusive and respectful environment.

6. Reporting & Complaints

Any concerns regarding discrimination, exclusion, or harassment should be reported to the Club Welfare Officer. All reports will be handled confidentially and fairly.

7. Review & Monitoring

This policy will be reviewed annually to ensure it remains effective and relevant.

Sign-Off

Assessor Name: Michael Brackstone Director and DSL

Signature: M.Brackstone

Date: 01/02/2025

Reviewed By: Niamh Wilkinson Director and CEO

Signature: N.Wilkinson

Date: 01/02/2025