

## **Equality**

British Swimming is committed to equality, diversity and inclusion. To further this commitment, British Swimming is working with Swim England to achieve the Advanced Level in Equality Standards.

Initiatives to support this include working with athletes, employees and key partners to promote the highest standards of conduct and fair play, both on and off the field of play. In addition, British Swimming promotes equality in sport and will look to address underrepresented groups within the organisation.

The overall aim is to be a fair, equitable and ethical world-class sporting organisation that is athlete-centred and people-focused. Equality is about recognising and removing the barriers faced by people involved, or wanting to be involved in aquatics. It is about changing the culture of aquatics to one that values diversity and enables the full involvement of disadvantaged groups in every aspect of aquatics.

British Swimming embraces the spirit of all equalities legislation and is committed to eradicating any form of discrimination. We will not tolerate discrimination either directly or indirectly, on the grounds of race, disability, class or social background, religious belief, sexual orientation, ethnic or national origins, gender, marital status, pregnancy, parental status, age, colour or political persuasion.

British Swimming will take positive action to:

- eliminate discrimination
- comply with statutory/legislative obligations and, wherever possible, best practice
- meet the needs of our employees and partner organisations
- make equality and equal treatment a core issue in the development, delivery and refinement of our policies, initiatives and services and in the way we manage our employees.
- publicly adopt a target of 30% of each gender on the British Swimming Board, as we are committed to achieving gender parity and greater diversity within our leadership. We hope that this action will help ensure long-term viability of equality, diversity and inclusion at British Swimming.
- the Board believes that diversity, along with varied skills and experiences, contributes to a balanced and more effective Board.

British Swimming is committed to achieving equality in aquatics and is taking a proactive approach in this area. It is a central principle of a dynamic and modern sports organisation that can demonstrate democratic governance with progressive strategies and programmes.