



# Halliwick Association of Swimming Therapy

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## **Equality, Diversity and Inclusion Policy**

Agreed by Halliwick AST Executive on 24/04/2022

The Halliwick Association of Swimming Therapy (Halliwick AST) is the UK's national Halliwick association, providing training in, and opportunities for Halliwick swimming, primarily for disabled people. In that context and generally, Halliwick AST is committed to encouraging equality, diversity and inclusion, and to eliminating unlawful discrimination.

Halliwick AST aims that everyone should feel respected and able to give their best and is committed against unlawful discrimination of or by its members.

### **This policy's purpose is to:**

- provide equality, fairness and respect for everyone
- not to unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- oppose and avoid all forms of unlawful discrimination. This includes in providing training or other developmental opportunities and in dealing with grievances and discipline

### **Halliwick AST commits to:**

- Encouraging equality, diversity and inclusion.
- Creating an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued. Members must conduct themselves to help the association provide equal opportunities and to prevent bullying, harassment, victimisation and unlawful discrimination. Members must understand that they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination.
- Taking seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow members, visitors, the public and any others during the association's activities. Such acts will be dealt with as misconduct under the association's complaints and grievance policy and procedures and appropriate action will be taken. Making opportunities for training, development and progress available to all volunteers, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised.
- Making decisions based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
- Reviewing practices and procedures when necessary and updating them and this policy to ensure fairness and to take account of changes in the law.

Please also refer to our Anti-Bullying Policy and our Policy on Disruptive Behaviour.

Dated April 2022

Review Date .....