



YORK CITY BATHS CLUB

Incorporating

York City Swimming Club (Founded 1882)

York Baths Club (Founded 1937)

Amalgamated 1951



Equality, Diversity and Inclusion Policy Statement

Introduction

York City Baths Club is a competitive swimming club operating in a variety of pools in York.

We provide great opportunities for swimmers of all abilities, from swimming lessons within our very own learn to swim scheme, through to competitive swimming training within our squad programme.

The club follows the principles of the Athlete Development Support Pathway model and focuses entirely on the development of the skill in a fun and friendly swimming environment. Swimmers at York City Baths Club compete in a variety of competitions, ranging from Club Championships to International Meets.

Our aim is to teach York to swim and swim fast within a sustainable, high quality environment, which encourages all swimmers to reach their optimum potential through a diverse and effective programme.

Our ambition is to continue to enhance our provision of a centre for high performance swimming

The policy applies to all staff, volunteers, members and members' families at York City Baths Club

Policy statement

At York City Baths Club, we believe that swimming is for everyone. We are committed to fostering a welcoming, inclusive, and supportive environment where individuals of all backgrounds, abilities, identities, and experiences can thrive in the water.

We recognize the strength in diversity and are dedicated to ensuring equitable access to swimming, coaching, and competition. Our goal is to remove barriers and create opportunities so that every swimmer—whether competitive, recreational, or learning—feels valued and respected.

Our commitment to inclusion includes:

- Accessibility – Ensuring our programs accommodate swimmers with disabilities.
- Fairness & Respect – Treating all members with dignity, regardless of race, gender, sexuality, socioeconomic background, or age.

Website www.yorkcitybathsclub.org.uk

President
Mr J Suddes

Chairman
Mr D Yates

Honorary Secretary
Mrs J Sawyer (Acting)

Honorary Treasurer
Mrs C Rowson



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- Education & Awareness – Promoting learning opportunities within our club to challenge discrimination and unconscious bias.
 - Representation & Leadership – Encouraging diverse participation at all levels, from coaching to club governance.

At York City Baths Club, we believe that swimming should unite us, and when everyone feels empowered and supported, our community—and sport—becomes stronger. Through continuous learning, engagement, and accountability, we strive to be a leader in inclusion in aquatics.

Definitions

For the purpose of this document the following terms have been used:

- Child - A person under the age of 18
- Disability - physical or mental impairment that has a substantial and long-term adverse effect on an individual's ability to carry out normal day-to-day activities.
- Equity - fairness or justice in the way people are treated, and especially freedom from bias or favoritism, as in “governed according to the principle of equity”
- Equality - the quality or state of having the same rights and opportunities
- Inclusion -
- Diversity -

This policy is based on information within the Equality Act 2010. The Act highlights characteristics that are to be protected against discrimination:

- Age
- Gender reassignment
- Marriage or civil partnership
- Being pregnant or having a child
- Disability
- Race (including colour, nationality, ethnicity and national origin)
- Religion, belief or lack of belief
- Sex
- Sexual Orientation

Review

This policy will be reviewed bi-yearly as a minimum, or more frequently if required. It will be reviewed by the Welfare Officer and approved by the trustees (Executive Committee)

Sharing this policy

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This policy will be made available to trustees, service providers and volunteers and to all club members via Club Organizer and the YCBC website.

Consequences

We will not unlawfully discriminate in the arrangements we make for selection of service providers and volunteers or in the opportunities afforded for training, or any other benefit to any member or volunteer of our club.

- All decisions on adult service providers and volunteer coaches and teachers will be made following our safer appointment policy: written references from the past 2 employers or equivalent followed by a verbal discussion to confirm if they had any concerns regarding working with children
- Children and their families will be protected from victimisation, harassment, and discrimination through our anti bullying commitment.
- Any concerns can be raised to us using the resolving issues approach on our website .
- Behaviour expectations for club members can be found in our Code of Conduct's
- Individuals who are found to be acting a way that contravenes this statement may be asked to leave the club with immediate effect.

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