

Equality Diversity and Inclusion Policy

Kings Cormorants Masters Club (KCMC)
Equality, Diversity & Inclusion Policy

Statement of Commitment:

KCMC is fully committed to the principles of equality, diversity, and inclusion. We believe everyone should have the opportunity to participate, compete, coach, and volunteer in a welcoming, respectful, and fair environment.

Our Policy Aims:

1. **Equal Opportunity:** Participation is open to all, regardless of age, gender, gender identity, disability, race, religion, sexual orientation, or socio-economic background.
2. **Respect & Dignity:** All members are entitled to be treated with respect and free from harassment, bullying, or discrimination.
3. **Accessibility:** The club will seek to make reasonable adjustments to support swimmers, coaches, or volunteers with disabilities or specific needs.
4. **Inclusive Culture:** We value the diversity of our membership and recognise that inclusion enhances our club community and performance.
5. **Zero Tolerance:** Discriminatory language, behaviour, or exclusionary actions will not be tolerated.
6. **Education & Awareness:** The club will provide information and guidance to members and officials to promote understanding of equality principles.
7. **Accountability:** Any concerns about discrimination or exclusion should be reported to the Club Welfare Officer or Chairperson and will be investigated promptly and fairly.

This policy is aligned with Swim England's Equality & Diversity Policy and Code of Ethics and will be reviewed annually.