



Equality (Equity) Plan September 2018-December 2019

WHAT NEEDS TO BE DONE?	HOW IT WILL BE DONE	WHO IS RESPONSIBLE?	TARGETS (MEASURABLE)	WHEN WILL IT BE ACHIEVED?	COST	NOTES
<u>Equality (Equity) Plan</u>	Maintain awareness of the importance of equality in Club governance, and in workforce and athlete development eg by ensuring all staff are registered with Swim England and know their Code of Conduct.	SwimMark officer to ensure relevant policies & Codes of Conduct are on Club website & to ensure these are publicised to all members via relevant club officers.		ongoing		Equity policy & Codes of Conduct are publicised on club website on https://www.hertfordsc.co.uk/club-info/ Codes of Conduct are publicised to all new club members including staff & athletes. They re-inforce the obligation to comply with the SE Code of Ethics which applies to registered Swim England members.
Ensure club recruitment publicity for new staff and swimmers is distributed without bias eg wrt ethnicity.	Recruitment for new athletes eg via local schools and 'community' noticeboards should result in ethnic balance reflecting the local community. Can make informal assessment of this by reference to local govt. on-line stats at 'Herts Insight' Info Service http://www.hertslis.org	SwimMark officer	Perceived ethnic balance of club in general to reflect that of local area.	ongoing	£0	In line with GDPR we do not ask members their ethnicity when they join. We believe current perceived ethnic balance of Club continues to reflect Club catchment area of Hertford.



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Disability & Accessibility	<p>Head coach &/or other lead coach take the SE online course 'Introduction to Disability Swimming'.</p> <p>Put Club 'Disability Policy' on Club Dropbox for cmt use. Accept trials inquiries but refer disability swimmer to Hoddesdon SC if more appropriate & w polo player to nearest disability hub or SE county or region disability contact.</p> <p>Speak to Hartham SLM (Everyone Active) staff if need disability equipment.</p>	SwimMark officer/cmtee encourage course attendance & Dropbox updates	Course attendance.	Ongoing.	£16 for online Disability Swimming course certificate	<p>Steve Barber resumed as Head Coach September 2016. He passed online 'Introduction to Disability Swimming' course on 07-06-2013. & Margaret Carrier did so 29-07-2015.</p> <p>If Club cannot with reasonable adjustment take a disability swimmer we direct them to Platypus or to SEER Disability Hub Club Hoddesdon SC. We have not yet had to refer a disabled w polo player but would contact county or region disability contact if necessary.</p> <p>Hartham pool is wheelchair accessible, has a hoist & staff trained to use it.</p>