



## EQUALITY, DIVERSITY & EQUITY POLICY

### Our Commitment

At Daddy Shark Swim School, we're proud to provide a welcoming, inclusive environment where every swimmer and family feels valued, supported and respected. We believe swimming is for everyone – regardless of background, ability, or circumstance – and we are committed to promoting equality, diversity and equity in everything we do.

This policy sets out how we ensure fair treatment and equal opportunities for all, in line with the Equality Act 2010 and Swim England's Equality, Diversity and Inclusion Framework. It also serves as our Equality Policy and Equity Policy for Swim England accreditation purposes.

### Our Principles

We are an equal opportunities employer and service provider. We are committed to fostering, cultivating and preserving a culture of diversity, equity, inclusion and equality of opportunity. Our goal is to ensure that no swimmer, parent, applicant or member of staff is treated less favourably on the grounds of:

- Age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.

We also seek to ensure that no one is disadvantaged by conditions or requirements that cannot be shown to be relevant to their performance or participation.

### Our Commitments as an Employer

- Every team member is valued and supported to develop their full potential.
- All employment decisions – including recruitment, promotion, training and pay – are based on ability and merit.
- We promote a positive and respectful workplace culture free from bullying, harassment or victimisation.
- Flexible working and work-life balance are supported wherever possible.

- We review our practices regularly to ensure fairness and compliance with equality legislation.

### **Our Commitments as a Service Provider**

- We aim to provide lessons and services that meet the diverse needs of all swimmers and families.
- We make reasonable adjustments to ensure accessibility for disabled swimmers and staff.
- We actively promote inclusion for children and families of all backgrounds, abilities and beliefs.
- We listen to feedback and continuously improve to make our environment welcoming and equitable for all.

### **Protected Characteristics**

- Age: Equal access to opportunities and services for all age groups.
- Disability: Reasonable adjustments to remove barriers and promote inclusion.
- Race: A zero-tolerance approach to racism and a commitment to cultural awareness.
- Gender: Equal opportunities for everyone, including support for gender reassignment.
- Sexual Orientation: Positive representation and inclusion of LGBTQ+ individuals and families.
- Religion or Belief: Respect for diverse beliefs and observances where compatible with others' rights.
- Pregnancy or Maternity: Fair treatment and support before, during and after maternity leave.
- Marriage or Civil Partnership: Equal respect and treatment regardless of marital status.
- Equal Pay: Commitment to fair and equal pay for work of equal value.

### **Raising Concerns**

We have clear procedures for employees, swimmers, or parents to raise a concern if they ever feel they have been treated unfairly. All concerns are handled sensitively and reviewed by our management team.

Reviewed and approved by: Daddy Shark Swim School

Date: 08/11/2025

Next review: 08/11/2026