**Equality, Diversity and Inclusion Statement**

**Carnoustie Claymores Swimming Club** is committed to creating an inclusive club and community ensuring that every person will be treated equally within the swimming club regardless of age, disability, gender identity, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation and social or economic status.

Carnoustie Claymores has developed its approach to equality, diversity and inclusion taking into account Scottish Swimming Equality Policy and will work with Scottish Swimming to identify under-privileged or under represented groups within the community and to attempt to eliminate barriers that may be affecting their ability to take part in sport. All Claymore’s policies and statements are available on the Carnoustie Claymores Swimming Club website for all to see and access.

Carnoustie Claymores Swimming Club will treat all its members fairly and with respect, and all members will have a voice in decision-making. The club also expects all its members to treat one another with the utmost respect.

Carnoustie Claymores takes equality, diversity and inclusion in sport seriously. The club will endeavour to make inclusion a part of every decision made when planning and developing the club by taking the following 4 steps:

* **Person-centred:**Put people at the centre of our planning and decision making processes. This will include club members but can also include our local communities to promote further engagement in swimming.
* **Understand exclusion:**Listen to the experiences of people we might be unintentionally excluding by asking club members and our local community how we can grow our club, make changes and organise events. We will do this by using our social media, emails, apps and by asking our members their opinions and questions to guide the committee’s decision making.
* **Leverage diversity to find your blind spots:**Exclusion happens when we solve problems using our own biases. Involve people with different perspectives and listen to their opinions either from social media or within the club and committee itself. Make sure to include the people that have difficulty using our current approaches by reaching out in to our local communities. We will build links with other organisations within our community.
* **Start small and simple:** We will make decisions but be ready to adapt and change those decisions as a result of listening to feedback from all members. The club will be adaptable and open minded to making changes to ensure that participation in swimming is promoted.

Carnoustie Claymores Swimming Club has zero tolerance for any incidences of discrimination and has clear codes of conduct in place. Any breach of these codes of conduct or act of discrimination will result in club disciplinary procedures being actioned.