



## The Swim Surgery Equality and Diversity Policy

### Introduction

The Swim Surgery is used to train teachers and swimming teachers on behalf of Safety Training Awards. It uses self-employed freelance tutors and assessors to conduct its work. The Swim Surgery was established in 2018 and owned by Lynn Goring-Crook

### Purpose

The Swim Surgery is committed to ensuring that this Equal Opportunities policy is both implemented and embedded for all learners. As an approved training centre, we consistently ensure that the training we provide is inclusive and accessible to all learners.

All staff, consultants, volunteers and agency staff are responsible for the implementation of this policy. We fully understand that all learners have the right to be treated with dignity and respect regardless of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnicity, religion or belief, sex, and sexual orientation. We will not tolerate unfair treatment or unlawful discrimination, whether intentional or unintentional, direct, or indirect.

### Policy

Our Equal Opportunities policy is in line with The Equality Act 2010 and we endeavour to take positive action to:

- Comply with current legislative requirements
- Deliver qualifications, support services and products which take into consideration the needs of all learners and do not unnecessarily discriminate against any individual or group
- Promote fair access to qualification and assessment delivery, minimising any barriers to access or assessment by implementing reasonable adjustments and special considerations policies
- Ensure that learning opportunities and fair assessment is open to all who will benefit without compromising the integrity of qualification delivery
- Monitor our qualifications, entry requirements and assessments to identify barriers to access or achievement, and remove or minimise unnecessary barriers or bias which

could impact on individuals or groups

As a training centre we shall implement this policy through:

- Ensuring all staff, volunteers and learners have access to this information to assist them in planning, putting in to practice and monitoring their rights and responsibilities under this policy
- Providing support and relevant training / updates for all staff, learners and revising any policy or practice that could disadvantage individuals or groups
- Provision of regular CPD / updates for staff, and learners
- Ensure all staff, and learners know how to offer feedback and register complaints
- Effective complaints procedures will be used to resolve complaints of discrimination with a full and prompt consideration under this policy, breaches of this policy will be dealt with through Southern Swim Schools and The Swim Surgery complaints procedures.

### **Monitoring and Review**

We will monitor all of the feedback that we receive in relation to the issues affected by the Policy and will amend the policy as necessary.

The Policy will be updated with any amendments to existing legislation or new legislation.

In any event, all policies are reviewed annually although updates to versions etc. will only take place every three years should there be no other changes to the policy.

### **Document Owner and Approval**

The Swim Surgery is the owner of this document and is responsible for ensuring that this policy document is reviewed in line with the review requirements stated above.

This policy was approved by the Company Partners on 9<sup>th</sup> July 2018 and is issued on a version controlled basis under the signature of Lynn Goring-Crook

Date	Version	Author	Amendment Details
9/7/2018	1.0	Lynn Goring-Crook	Creation of document
29/7/2019	1.1	Lynn Goring-Crook	Annual review
01/07/2021	2.0	Lynn Goring-Crook	Removal of SSS

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