



Equality Statement

The Club is committed to offering equality of opportunity regardless of sex, ethnic origin, religion, disability, age, sexual orientation within the bounds of its operation as a competitive swimming club for children, young people and senior swimmers.

We will ensure that equality is incorporated in all aspects of our activities and are committed to all Club Members having the right to enjoy their sport in an environment free from threat of discrimination, intimidation, harassment and abuse.

The Club is committed to encouraging membership from all sectors of the community. To achieve this, we undertake to:

- Promote an open and honest culture
- Communicate widely
- Positively encourage participation from all sectors of society where the skills and resources of the Club permit us to do so
- Where the Club is unable to cater for specific social or physical needs, we will endeavour to introduce the swimmer to a Club more suited to the swimmers' needs.
- Adopt attitudes and working practices to ensure that everyone can feel a valued member of the Club.

The Club will ensure its practices in the recruitment and employment of coaches and teachers is consistent with its approach to equality of opportunity. The Club will monitor and review its policies and practices in this area periodically to ensure they remain effective and relevant.

Information, Security & Disclosure

The Club maintains a database of information on all Club members for its own purposes. This information is generally limited to name and contact details which are used to ensure members can be contacted and notified of events or changes to schedules. In certain circumstances, we hold additional information



which may include details relating to health and safety, for example where we have been notified that a swimmer suffers from asthma.

As a 'not-for-profit' club we are exempt from certain parts of the Data Protection Act 1988 but abide by the guiding principles of the Act essentially that information is:

- fairly and lawfully held
- held for limited purposes
- adequate, relevant and not excessive
- accurate
- not kept longer than is necessary
- held securely

Information held will be shared with coaches and committee members where necessary and appropriate. It will also be shared with other organisations where it is an essential part of running a swimming club, for example providing names and dates of birth to other clubs when entering galas, or providing membership details to Swim Ulster or Swim Ireland. Information will not be passed to third parties for the purposes of marketing or sales or other reason considered unrelated to the normal running of the club.

The Club will provide such information as is required by Swim Ulster, Swim Ireland, the PSNI, Social Services, or other public body where it relates to matters of child protection or safety.

All requests for information must be in writing to the Chairman.

Health and Safety

Cookstown ASC is committed to ensure that the Health, Safety and Welfare of its members are not at risk from any of the club's activities. Furthermore the club is committed to ensure that any persons who actively carry out duties involving direct contact with swimmers are AccessNI checked.

Child Protection



Cookstown ASC is fully committed to safeguarding the wellbeing of its members. Every individual of the Club should, at all times, show respect, understanding for the right safety and welfare and conduct themselves in a way that reflects the principles of the Club, Child Protection and Welfare guidelines of Swim Ireland and the Guidelines contained in the code of ethics and good practice for children's sport. To ensure that best practice is followed, we comply with the Swim Ireland Safeguarding Children Policies.

We have an appointed Club Children's Officer (CCO) whose principal role is the welfare of children in the club. The CCO is available to any swimmer or parent who has concerns and is the link between the children and the adults in the club. S/he also takes responsibility for monitoring and reporting to the Club Committee on how club policy impacts on children.

Anti-Bullying Policy Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our members so they can swim in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our club. If bullying does occur, all swimmers or parents should be able to tell and know that incidents will be dealt with promptly and effectively.

What is Bullying?

- Bullying is the use of aggression with the intention of hurting another person.
- Bullying results in pain and distress to the victim.
- Emotional - being unfriendly, excluding (emotionally and physically), sending hurtful text messages, tormenting, (e.g. hiding goggles/floats, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focusing on the issue of sexuality
- Verbal - name-calling, sarcasm, spreading rumours, teasing

Why is it Important to Respond to Bullying?

- Bullying hurts.
- No one deserves to be a victim of bullying.
- Everybody has the right to be treated with respect.
- Swimmers who are bullying need to learn different ways of behaving.



- A club has a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All committee members, coaches and teachers, swimmers and parents should have an understanding of what bullying is.
- All committee members, teaching and coaching staff should know what the club policy is on bullying, and follow it when bullying is reported.
- All swimmers and parents should know what the club policy is on bullying, and what they should do if bullying arises.
- As a club we take bullying seriously.
- Swimmers and parents should be assured that they would be supported when bullying is reported.
- Bullying will not be tolerated.