

# British Universities Life Saving Clubs' Association

## Diversity and Inclusions Policy

v1.0 July 2022



# 1. Diversity and Inclusions Policy

- 1.0.1 BULSCA is committed to ensuring equity, diversity, and inclusion among all our member clubs, at our competitions and other events, and promoting an open, safe, and welcoming environment for all.
- 1.0.2 The membership should be representative of all sections of society, with each individual feeling respected and supported to learn new skills, socialise, and achieve their best.
- 1.0.3 BULSCA is committed to working for equity in the workplace, in society, under law and in our community. As such, BULSCA will not tolerate any form of discrimination, victimisation, or harassment, and will instead seek to provide a supportive environment for all members to thrive.
- 1.0.4 No unlawful discrimination should be made at any time, in accordance with the Equality Act 2010, which protects the characteristics of:
  - 1.0.4.1. Age
  - 1.0.4.2. Disability
  - 1.0.4.3. Gender Reassignment
  - 1.0.4.4. Marriage or Civil Partnership
  - 1.0.4.5. Pregnancy or Maternity
  - 1.0.4.6. Race (including colour, nationality, and ethnic or national origin)
  - 1.0.4.7. Religion or Belief
  - 1.0.4.8. Sex
  - 1.0.4.9. Sexual Orientation
- 1.0.5 Actions that contravene the items contained within this document can warrant disciplinary action in accordance with BULSCA's Disciplinary procedures.
- 1.0.6 Complaints and appeals that may arise from items contained within this document follow the normal procedure as outlined in BULSCA's Disciplinary procedures.
- 1.0.7 BULSCA commits to:
  - 1.0.7.1. Encourage equity, diversity, and inclusion in all our clubs.
  - 1.0.7.2. Create an environment free of bullying, harassment, victimisation, and unlawful discrimination.
  - 1.0.7.3. Promote dignity and respect for all, where individual difference is recognised and valued.
  - 1.0.7.4. Take seriously complaints of bullying, harassment, victimisation, and unlawful discrimination, with such acts being dealt with as misconduct under BULSCA's disciplinary procedures, whereby appropriate action will be taken.
  - 1.0.7.5. Review practises and procedures when necessary to ensure fairness and update them when changes in law take place.

## **1.1. Disability and Reasonable Adjustments Policy**

- 1.1.1** In accordance with BULSCA's Diversity and Inclusions Policy, there may be instances where reasonable adjustments should be made to ensure that people with disabilities are able to take part in BULSCA activities to the same extent as a person without a disability.
- 1.1.2** Within a competition environment, a reasonable adjustment should seek to eliminate any disadvantage that may be present for someone with a disability.
- 1.1.3** Any reasonable adjustment should not affect the competition performance of individuals without a disability, and further, the implementation of any change should not seek to draw unwanted or unnecessary attention to the individual with a disability.
- 1.1.4** No member should make assumptions about whether a person has a disability, whether a person with a disability requires any adjustments, or about what those adjustments should be and how they should be implemented.
- 1.1.5** If adjustments are requested, relevant parties may approach the individual concerned to discuss the impact of any impairments and will seek to reach agreement on what may be reasonable in the circumstances presented.
- 1.1.6** Relevant parties may include, but are not limited to:
  - 1.1.6.1.** The BULSCA Committee
  - 1.1.6.2.** SERC Writers
  - 1.1.6.3.** Officials
  - 1.1.6.4.** Club Captains
- 1.1.7** The definition of a person with a disability, as defined in the Equality Act 2010, is someone who has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities. Not all disabilities are visible or immediately apparent.
- 1.1.8** There is no need for a person to have a medically diagnosed cause for their impairment; what matters is the effect of the impairment, and not the cause.
- 1.1.9** BULSCA will make people aware that we can provide reasonable adjustments in the following ways:
  - 1.1.9.1.** Asking people directly from the first communication with them and throughout their journey with us; this includes both verbal and written communication.
  - 1.1.9.2.** Publishing this policy on our website.
  - 1.1.9.3.** Working with representative groups to raise awareness of this policy.
- 1.1.10** The consideration of whether an adjustment is 'reasonable' is judged against the following:
  - 1.1.10.1.** The effectiveness of the adjustment in preventing the disadvantage.
  - 1.1.10.2.** The extent to which it is practical to make the adjustment.
  - 1.1.10.3.** The cost and availability of the resources required.
  - 1.1.10.4.** The extent to which making the adjustment would disrupt other existing activities.
- 1.1.11** An anonymised record of any reasonable adjustments should be stored by the acting BULSCA Welfare Officer to assist with the planning and understanding of any future reasonable adjustment requests.

## **1.2. Trans and Non-Binary Inclusion Policy**

- 1.2.1** In accordance with BULSCA's Diversity and Inclusions Policy, there may be instances where support needs to be offered to members who identify as trans or non-binary.
- 1.2.2** Though the Equality Act 2010 uses the term 'gender reassignment', it is generally considered to be out-dated language, as trans people should always be protected from discrimination and harassment, and not solely when they are transitioning.
- 1.2.3** Trans or transgender describes people whose gender identity differs from their sex assigned at birth. They are umbrella terms covering people who:
  - 1.2.3.1.** Are intending to undergo, are undergoing, or have undergone gender reassignment at any stage.
  - 1.2.3.2.** Identify as having a gender different from that which they were assigned at birth and are planning or have had medical interventions such as hormones or surgery.
  - 1.2.3.3.** Identify as having a gender different from that which they were assigned at birth, but who are not planning on having any medical interventions.
  - 1.2.3.4.** Are non-binary – that is, they are not solely male or female. They may define themselves as both, neither, or something entirely different. They may or may not have medical intervention to align their body with their non-binary gender identity.
- 1.2.4** If a member states that they are intending to transition, their Club Captain, alongside other appropriate peers, should aim to make this process as smooth as possible.
- 1.2.5** BULSCA is committed to reassuring all members that they will be supported and respected. The transition process should only ever be led by the individual concerned.
- 1.2.6** The Club Captain and trans individual will discuss the individuals' preferences in relation to informing others, including the BULSCA Committee, Officials, other members, and any other relevant contacts.
- 1.2.7** BULSCA will continue to promote trans inclusivity, including in events with other organisations who are yet to formalise their own trans-inclusive policies.
- 1.2.8** Clubs with trans individuals who wish to compete as part of a counting team at a BULSCA League competition, must continue to create teams with at least one member who was assigned male at birth and at least one member who was assigned female at birth. Both members should be willing to declare the gender they were assigned at birth. Trans members can therefore compete without needing to declare their assigned gender at birth thereby avoiding unwanted or unnecessary attention.
- 1.2.9** BULSCA will not request or require evidence of medical intervention for a trans member for any BULSCA sanctioned competition, regardless of whether the trans individual is willing to provide such information.
  - 1.2.9.1.** The exception to this rule is when student records are being attempted or have been broken at BULSCA National Student Championships, wherein individuals who have been on cross-sex hormones, also known as hormone replacement therapy, for greater than two years will be considered to identify as the gender they are transitioning to:
    - 1.2.9.1.1.** A trans woman taking cross-sex hormones for a minimum of two years will be considered equivalent to an individual assigned female at birth.
    - 1.2.9.1.2.** A trans man taking cross-sex hormones for a minimum of two years will be considered equivalent to an individual assigned male at birth.
- 1.2.10** Where other organisations records are open to be beaten, BULSCA must adhere to the relevant organisations policy relating to trans competitors.
- 1.2.11** Trans individuals are free to choose which gendered swimwear they feel more comfortable wearing, provided the chosen attire conforms to FINA standards.

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