# **AQUALIFE SWIMMING LIMITED**

# **EQUALITY & DIVERSITY POLICY - 2018**

Aqualife Swimming Limited delivers all swimming lessons and training courses to the highest standard, ensuring inclusivity and accessibility to all Learners. Aqualife follows and adheres to all of the STA Policies and Procedures (<https://www.sta.co.uk/policies/>).

We actively promote an inclusive culture which understand that it is the right of all those involved with Aqualife Swimming Limited to work and train without being discriminated, bullied or harassed.

**Overview of Policy:**

Aqualife Swimming Limited will deliver the Safety Training Awards (STA) qualifications in compliance with The Equality Act 2010 and ensure that all aspects of equality and diversity are included in our teaching across all qualifications and that all Participants and Learners are treated equally.

We will adhere to the following in line with The Equality Act 2010:

* Keep up to date on the latest legislation regulations and requirements and review policies annually.
* Provide classes and courses that are structured to be inclusive and consider the needs of all Learners.
* Do not discriminate against at minorities, groups or individuals.
* Maintain the highest standard of delivery of qualifications in a fair and accessible way.
* Ensure that all lesson or course content is non-discriminatory either in written, visual, oral or audio format.
* Follow STA guidelines on course requirements, pre-requisites and any adaptability or adjustment to make such courses inclusive to all.
* Consult with STA if any Learner needs Special Consideration and how we can adapt or modify the courses to be inclusive.

Aqualife Swimming’s ethos is to ensure that the following information is available to all Swimming Consultants, Clients, Learners and Participants and to lead by example from the Directors of Aqualife to ensure the above is complied with. Copies of this policy can be requested in writing, found on our website ([www.aqualifeswimming.com](http://www.aqualifeswimming.com)) and given to every Swimming Consultant representing Aqualife Swimming Limited in any capacity.

* Termly internal training, CPDs and support will be given to Aqualife Swimming Consultants to ensure that when planning and delivering content the above is put into practice.
* Aqualife Swimming will ensure that Swimming Consultants and Learners have access to the Appeals Policy and understand the procedures to offer feedback or register a complaint.
* The Directors of Aqualife Swimming will monitor and assess that this content is being delivered in line with the policy wording above and in accordance Aqualife standards.

**Contact Details**

**Aqualife Swimming Limited**

Course Tutor: Penny Watkins

Founder, Aqualife Swimming

STA Tutor & Assessor in:

STA Level 2 Award in Swimming Teaching

STA Level 2 Certificate in Swimming Teaching

Contact: Address: 37 Greenway Circuit, Mount Ommaney, Brisbane 4074, Queensland, Australia

Tel: +61 484 256 916

Email: [penny@aqualifeswimming.com](mailto:penny@aqualifeswimming.com)

**Aqualife Swimming Limited**

IQA & Administration: Anna Hodges

Partner, Aqualife Swimming

Operations Director

Contact: 14 Juniper Close, Allington, Maistone, Kent ME

Tel: 07969 164138

Email: [info@aqualifeswimming.com](mailto:info@aqualifeswimming.com)

**External Assessor:**

The Assessor details will be available upon registration of each new course and details will be given on Day 1 of course.

**IQA**

**Melanie Davis**

**BG&G Training Limited**

IQA for:

STA Level 2 Award in Swimming Teaching

STA Level 2 Certificate in Swimming Teaching

STA Level 2 Award in Safety Award for Teachers

Contact: Address: Whitecroft, Avenue Road, Cranleigh, Surrey GU6 7LL

Tel: 07939 031365

Email: [bgandg.mjdavis@gmail.com](mailto:bgandg.mjdavis@gmail.com)

**Safety Training Awards**

Address: Anchor House, Birch Street, Walsall, West Midlands, WS2 8HZ

Tel: 01922 645097

Email: <https://www.sta.co.uk/contact-us/>

**OFQUAL (England)**

Contact: Ofqual, Spring Place, Herald Avenue, Coventry CV5 6UB

Tel: 0300 303 3344

Email: public.enquiries@ofqual.gov.uk