



AQUALIFE SWIMMING LIMITED **EQUALITY & DIVERSITY POLICY - 2024**

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) 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

Tel: 0796164138

Email: penny@aqualifeswimming.com

Course Tutor, IQA & Administration: Anna Hodges

Partner & Centre Administrator, Aqualife Swimming

STA Tutor, Assessor & IQA in: STA Level 2 Award in Swimming Teaching, STA Level 2 Certificate in Swimming Teaching

IQA in : STA Safety Award for Teachers, Pool Emergency Responder

Tel: 077140 89928

Email: info@aqualifeswimming.com

Course Tutor: Camilla Golledge, Tutor

STA Tutor, Assessor and IQA in: STA Level 2 Award in Swimming Teaching, STA Safety Award for Teachers

Contact: via Anna Hodges, Centre Administrator



Course Tutor: Lee Cornelius, Tutor

STA Tutor in : STA Safety Award for Teachers

STA IQA Tutor & Assessor in: STA Level 2 Award in Swimming Teaching, STA Safety Award for Teachers

Contact: via Anna Hodges, Centre Administrator

IQA: Abbey Ratchford

STA IQA in: STA Level 2 Award in Swimming Teaching

Contact: via Anna Hodges, Centre Administrator

STA Assessor: Timothy Long

STA Assessor in: STA Level 2 Award in Swimming Teaching

Contact: via Anna Hodges, Centre Administrator

External Assessor:

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

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: Earlsdon Park, 53-55 Butts Road, Coventry, CV1 3BH

Tel: 0300 303 3344

Email: public.enquiries@ofqual.gov.uk



Monitoring and Review

This policy will be reviewed annually to ensure they remain correct and are fit for purpose. However, the policy may be reviewed and updated at any time to reflect any changes made by Safety Training Awards (STA) or the Regulatory authorities.

Policy Launch Date : November 2024

Review Due: November 2025