

Club Diversity and Inclusion Action Plan (DIAP)

In 2023 Swim England released it's 10-year strategy, 'Access Aquatics', with the following Mission:

Improve the health and success of the nation by enabling access to aquatics for all.

Swim England will champion our sports and work with and empower our partners to tackle inequalities and remove the barriers to participation currently experienced by people and communities. As a club, we can contribute to this Mission and reap the rewards in doing so. Having an action plan in place to address equality, diversity and inclusion could mean an increase in the proportion of under-represented groups in both participation and the workforce.

Sport Equality is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and the structure of sport to ensure that is becomes equally accessible to all members of society, whatever their age, ability, gender, race, ethnicity, sexuality, or socio-economic status

Club Objective: Building on the Club Diversity and Inclusion Action Plan we want to ensure that we understand the current demographics of our club and which communities we should be working with based on our community demographics to promote our club to all sections of our community. We want to ensure that, where possible, there are no barriers to anyone wanting to join our club.

Actions	Action Required	Update on Action	Lead Person	Completion Date	Review Date
Ensure that our club is accessible for all to take part in Club activities.	Ongoing - dependant on needs of members Review and ensure that facilities at Leisure Centres the club uses are accessible... Liaise with Leisure Centre managers	<i>Accessibility needs established and pools assessed by information gathered from Leisure Centre managements and websites.</i> <i>Any new regular venue assessed for accessibility before agreement to hold sessions there</i>	Booking agent All Committee	Achieved	August 26

Collect and maintain information about Diversity - ensuring data processing respects confidentiality and the need for security of data.	Update Club membership forms (including reference to consent to data sharing).	<i>Not fully completed Membership forms continue to be updated to a more streamline electronic version</i>	Membership Sec	Ongoing	August 26 (ongoing as members join)
Identify the demographic of the community surrounding the Club and audit membership to identify any under-representation occurring.	Club lead to use published information to identify demographics of community. Work with other Clubs in the County and Leisure Facilities. Membership data to be audited ensuring data protection regulations adhered to throughout. Comparative report made to committee.	<i>Difficulties found in obtaining up to date information re community demographics. Information found appears to reflect that Club demographics align with wider community, but officers are aware of areas of under-representation. More in depth information searches needed and closer communication/working actions with other Clubs to establish change. Pool providers & Local swimming clubs contacted regarding general information of membership demographics -TBC</i>	Inclusivity Officer Membership Secretary	Ongoing	December 2026
All teachers/Coaches/Volunteers are signed up to the Swim England Code of Ethics	Include Reference in Codes of Conduct All teachers/Coaches/Volunteers undertake Inclusivity Training and Introduction to Disabled Swimming as appropriate.	<i>All Current teachers/Coaches/Volunteers signed up to and aware of Swim England Code of Ethics -Reference included in Codes of Conduct Inclusivity training undertaken by all teachers and Coaches and appropriate volunteers.</i>	Work Force Coordinator Inclusivity officer	Achieved	Ongoing-Update as needed
Ensure all members are aware of Swim England and OWASC Equality Policy	Update the Equality Policy and DIAP and add to the website and disseminate links to parents and members	<i>Updated Equality Policy and DIAP added to website and parents and members made aware</i>	Swim Mark Officer. Secretary	Achieved	Retrospective & Ongoing. Review December 26
Understand the needs of our athletes better and identify needs including SEN of our athletes	Put an electronic copy of the Coaching Consulting form on our website and raise awareness to our members	Electronic copy on Website Ensure that all current members and coaches are aware of form and it's use. Inform all new members re use	Admin	Achieved	Review Jan'27

		of form for any needs.			
Provide newcomers with a visual reference as to who each committee member is	Upload portrait photo to website – member section	<i>Committee identified on Club App rather than current website.</i>	Website/App admin	Ongoing - As required	April '26
Assess and signpost local transport routes to pools used to enable access to sessions for non-car owners	Include transport routes on our website and any other promotional material about the club	<i>List of bus stops and bus services for each pool used by Club posted on Club website.</i>	Website Admin / Committee	Feb 26	R/V Sept 26
For club social events, ensure access, parking, food cultures/intolerances and different music types are all considered	Communicate if facility has lifts/ramps etc, if there is disabled parking, ask members on any dietary restrictions that need considering and ensure music for all generations/cultures	<i>As required information</i>	Social Secretary Event organisers	Ongoing as required	Per Event
To understand, support and make suitable adjustments for neurodivergent members	Coach/Committee to attend Neurodiversity in Aquatics Course. To demonstrate to and inform other staff/committee members of any adjustments/adaptations that may needed for support.	<i>N/A – new action</i>	Coaches	April 26	April 27