



Club Equality Plan - Diversity & Inclusion Action Plan (DIAP) 2024



Wincanton Swimming Club prides itself on providing a welcoming and inclusive environment for all our members. This Diversity & Inclusion Action Plan (DIAP) outlines how Wincanton will ensure its Committee, Coaching Staff and Members sustain an inclusive environment, allowing people from across the community to join, enjoy and develop their swimming.

The club will adopt the policy and principles advocated by Swim England and seek to follow best practice from fellow clubs across Somerset and the Swim England South-West region.

Wincanton Swimming Club's Equality Vision:

Wincanton Swimming Club aims to make swimming accessible, inclusive and safe for everyone.

We will foster a welcoming, social and inclusive atmosphere in our training sessions and other activities, taking action that opens up and sustains the opportunity for all people to swim.

We will establish and maintain a good governance structure that welcomes and enables everyone to reach their full potential in the water, regardless of background.

Wincanton Swimming Club benefits from being an inclusive club by:

- Increasing our membership.
- Increasing the number of potential volunteers who can contribute to the running of the club.
- Increasing the level of skills and abilities within our club.
- Providing a range of positive role models – particularly for our younger members.
- Increasing our members' understanding and experience of diversity.
- Delivering a richer club environment, where members appreciate and learn from each other's backgrounds and experiences.
- Strengthening Wincanton and local community as a whole by encouraging everyone to contribute to building a stronger society.



How Wincanton Swimming Club will Establish and Sustain an Inclusive Environment:

This policy outlines how Wincanton Swimming Club will meet its legal obligations and club commitments relating to Equality, Diversity and Inclusion.

This policy also demonstrates how Wincanton Swimming Club satisfies its requirements as an organisation affiliated to Swim England, meeting 'Swim Mark' requirements.

Governance

Wincanton Swimming Club will demonstrate its commitment to equality and inclusion through creation and adherence to the policy and procedures outlined in the club's **constitution, codes of conduct**, and this **Diversity and Inclusion Action Plan**.

The club's Chairperson and Committee will oversee the effectiveness of this framework through review at Committee meetings and the club AGM.

The club's 'Diversity and Inclusion Action Plan' will be reviewed, and where necessary updated, on an annual basis. The plan will be independently evaluated as part of Wincanton's submission for Swim England 'Club Affiliation' on an annual basis.

Policy

Wincanton Swimming Club will meet the legal requirements with regards to discrimination, harassment and victimization, in line with the **Swim England Equality Policy**¹.

Wincanton Swimming Club applies the principles, including the use of inclusive language, as communicated within the Swim England '**Approach to Inclusion**'² document.

¹ Swim England, "People Development – Policy Equality, Diversity and Inclusion", SE Policy Ref SE1027, version 3, 16 Aug 2023: <https://www.swimming.org/library/documents/6016/download>

² Swim England, "Access Aquatics Inclusive Club Guide", July 2023: <https://www.swimming.org/library/documents/6228/download>



The above policy, principles and guidance are reflected within Wincanton Swimming Club's own policy and procedures, specifically:

- **Club Constitution³.** The club's constitution outlines the club's aims and reason for operation. It outlines Wincanton's commitment to providing a welcoming and inclusive environment for all. The club's constitution has been created in line with Swim England guidance; it is published on the club's website and will be reviewed on an annual basis.
- **Codes of conduct.** Codes of Conduct for key committee members, coaching staff, parents and club members include requirements and commitments to equality and inclusion. The Codes of Conduct have been created in line with Swim England guidance; they are published on the club's website and will be reviewed on an annual basis.
- **Diversity and Inclusion Action Plan.** This Diversity and Inclusion Action Plan provides a key policy document, outlining how Wincanton Swimming Club will satisfy its commitment and requirements to provide an inclusive and welcoming environment for swimming.

Leadership

Wincanton Swimming Club's Chairperson and committee members will demonstrate their commitment to equality, diversity and inclusion through their actions, and continued endorsement of the club's constitution and this Diversity and Inclusion Action Plan. This commitment will be reflected in the annual submission to Swim England for accreditation.

The club's Chairperson and committee members will demonstrate good leadership in regard to fostering a welcoming and inclusive environment, taking action where necessary to implement necessary changes, and to maintain a fitting club culture.

Committee

The club's committee will lead by example, setting the culture for the rest of the club. They will promote a welcoming attitude amongst members and develop plans, policies and procedures to support inclusion.

³ Wincanton Swimming Club, "Club Constitution":

www.wincantonswimmingclub.co.uk/uploads/3/1/3/4/31346051/wsc_constitution_1.pdf



The committee undertakes to remain abreast of changes in our local community, remaining aware of changes to the local population and demographics. They will act to remove barriers to participation.

The committee will provide or facilitate the completion of inclusive training and support for volunteers and staff to ensure that everyone feels welcome.

Education

All Coaches, Assistant Coaches and Poolside assistants are recommended to complete the Swim England 'Foundations of Inclusivity' CPD.

To meet Swim England 'Club Affiliation' requirements, at least one of the club's lead coaches shall complete the Swim England 'Introduction to Disability Swimming' CPD, and retain evidence of completion.

The club and its coaches are aware of further CPD available from Swim England. Training will be completed where club swimmers are identified with special or additional needs.

Inclusive Culture

Wincanton Swimming Club will plan and conduct our activities with awareness of the 'social model of inclusion'. This model recognises that social barriers such as the environment, attitudes and organisations are what prevent people from participating - not their personal characteristics.

Volunteers

Wincanton Swimming Club requires a team of committed volunteers to operate and remain sustainable. Our volunteers give up their time to support various roles on the club committee, coaching, and officiating at events. The club believes all volunteering opportunities are open to everyone. The club will welcome and support any volunteer displaying enthusiasm and commitment, by developing their knowledge and skills.



Where appropriate, Wincanton Swimming Club's communication or marketing will make it clear that anyone can volunteer. Recruitment will follow the Swim England Wavepower⁴ safe recruitment policy.

Taking Action

Reasonable Adjustments. The Equality Act 2010 places a legal duty on all organisations to provide 'reasonable adjustments', taking positive steps to remove barriers that may prevent a disabled person from accessing the same services as their non-disabled peers. Wincanton Swimming Club will follow this requirement, noting that 'reasonable' will be determined on the effectiveness of a requested adjustment, health and safety, cost and available facilities or volunteer staff.

Communication

Good communication with our members and volunteers is an essential requirement to maintain a welcoming and inclusive club environment.

Wincanton Swimming Club will communicate regularly with our members, parents and volunteers, making them aware of available methods of communication when they enroll.

The club will hold regular committee meetings and hold an AGM annually to update members, parents and volunteers about club performance and activities.

Feedback

We welcome feedback from all of our swimmers, parents and volunteers. Members and parents are made aware of their ability to talk to a coach or the club's welfare officer when needed.

If necessary, any individual who believes they have suffered inequitable treatment has the right under Swim England procedures to raise the matter to Swim England, with details on how this may be achieved available on the Swim England website.

⁴ Swim England, "Wavepower", 2020-2023:
<https://www.swimming.org/library/documents/4692/download>



Actions for Wincanton Swimming Club to improve an Inclusive Environment:

Wincanton Swimming Club’s Diversity & Inclusion Action Plan outlines the following intended actions that can be completed within the calendar year 2024 to help our club become more inclusive.

Club Diversity and Inclusion Action Plan (DIAP) 2024:

Objective	Action Required	Lead Person	Where	Date Due	Resources	Date for Review
Ensure that our club is accessible for disabled people to take part in integrated activities	Identify new members with disability or additional needs at recruitment. Develop coaching plan with lead coach.	Membership Secretary, Coaching Team	At Club	As members join.	Guidance & CPD from Swim England.	Review Dec 24
Identify where potential members come from and formalise partnership	Sustain close relationship with Wincanton Sports Centre and Learn to Swim Programme.	Coaching Team	Wincanton Sports Centre	Ongoing	Nil	Review Dec 24
Identify the community surrounding the club and ensure that the club activities are accessible to all	Ensure no one is turned away based on their ability or background.	Coaching Team	Wincanton Sports Centre	Ongoing	Nil	Review Dec 24
All teachers, coaches and volunteers are signed up to the Swim England Code of Ethics	Updated Codes of Conduct reference the requirements.	Membership secretary	At Club	Through SE Category renewal in Jan 24	Nil	Jan 24
Collect and maintain information about diversity – ensuring data processing respects confidentiality and the need for security of data	Update Membership Proforma.	Membership secretary	At Club	As members join.	Swim Club Manager Application	Dec 24



Ensure all members are aware of Swim England and WSC Equality Policy	Update the equality policy & DIAP, add to the website and disseminate links to parents and members.	Club Secretary	At Club	As members join.	Nil	Dec 24
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