

Heath Town Swimming Club



Club Equality Plan – Diversity & Inclusion
Action Plan (DAIP)2025

Heath Town Swimming Club prides itself on providing a welcoming and inclusive environment for all our members. This Diversity & Inclusion Action Plan (DIAP) outlines how Heath Town 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 the West Midlands Region.

Heath Town Swimming Club's Equality Vision:

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

We are committed to creating a welcoming, social, and inclusive environment during our training sessions and other activities. Our actions aim to provide equal opportunities for everyone to participate in swimming. Additionally, we will ensure a strong governance structure that supports and empowers all individuals to achieve their maximum potential in the water, regardless of their background.

Heath Town 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 Heath Town and local community by encouraging everyone to contribute to building a stronger society.

How Heath Town Swimming Club Will Establish and Sustain an Inclusive Environment:

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

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

Governance

Heath Town 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 Heath Towns submission for Swim England 'Club Affiliation' on an annual basis.

Policy

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

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

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

- **Club Constitution.** The club's constitution outlines the club's aims and reason for operation. It outlines Heath Towns 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 Heath Town Swimming Club will satisfy its commitment and requirements to provide an inclusive and welcoming environment for swimming.

Leadership

Heath Town 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 regarding fostering a welcoming and inclusive environment, acting 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.

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, Teachers, Assistant Coaches, Assistant Teaches 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

Heath Town 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

Heath Town 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, Heath Town Swimming Club's communication or marketing will make it clear that anyone can volunteer. Recruitment will follow the Swim England Wavepower 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. Heath Town 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.

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

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 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.

Heath Town Swimming Club Diversity and Inclusion Action Plan (DIAP) 2025

Heath Town Swimming Club's diversity and inclusion action plan outlines the following intended actions that can be completed by December 2025 to help our club become more inclusive.

Objective	Action Required	Lead Person	Where	Date Due	Resources	Date for review
General						
Ensure that our club is accessible for disabled people to take part in integrated activities	Identify equipment and resources at the pool for entry and exit	Pool operator	Pool	July 2025		Sept 25
	Head coach and assistant coach to complete disability awareness training as required by Swim England	Head coach Chair	Online	March 2025	Swim England training	March 26
Understand what it means to be an inclusive club	All volunteers, coaches and teachers to undertake the Foundation of Inclusivity IOS. Include in part of an induction pack	Committee	Online	March 2025	ICT – iPad for use at club	March 26
Ensure fees are not a barrier to club enrolment or training on a regular basis	Set fee structures that allow desired participation.	Committee	Club	April 2025	Management software & IT	April 25
Offer club support with training fees or competition fees.	Review criteria for club assistance fund	Committee	Club	May 2025	Management software & IT	April 25
Provide a pathway into the club for swimmers from the learn to swim programme in the local community	Establish and sustain closer relationships with Places Leisure Learn to swim programme	Chairperson and head coach	Various	Ongoing	Marketing Communications with academy	Dec 25
Coaches & Teachers						
Provide support for swimmers with additional needs	Head coach to complete 'coaching consultation form' with parent for individuals with additional needs	Head coach / welfare officer	Pool	April 25	iPad or form	April 25

Provide access to training covering various impairments	Complete CPD's for supporting swimmers with additional needs <ul style="list-style-type: none"> • Introduction to disability swimming • Introduction to para-swimming • Deaf and visually impaired friendly swimming • Teaching aquatics to children with learning disabilities 	Coaching and teaching team	Online	Ongoing	Time	Dec 25
Leadership						
Ensure club prepares and uses a DIAP action plan to be inclusive as it can be	Draft and prepare action plan with input from the whole team via committee and staff meetings.	Chairperson	Club and own time	March 2025		March 26
Provide support to those who don't have access to IT at home or lack digital skills	Provide details of IT access such as libraries, club laptop, digital skills workshops.	Chairperson	Club and own time	Ongoing	IT and time	March 26
Diversity						
Identify the community surrounding the club and ensure that the club activities are accessible to all	Using school Ofsted data and local census data establish local demographics within 2miles of club	Chairperson	Club and own time	July 2025	ICT	Dec 25
Identify the ethnic diversity of the club.	Encourage members to complete ethnic group information on OMS SE and swim manager	Club membership secretary	Club and own time	July 2025		March 26
Communications						
Promote a welcoming environment for all	Review display posters, website, social media and images that reflect the diversity of the club using Activity alliance for guidance	All staff and volunteers Web site designers	Club	August 2025	Photographs and marketing materials	August 25
Involve everyone in meaningful and appropriate communication to ensure quality experience for volunteers and staff	Set up what's app groups for communication with various groups of staff Use swim manager to communicate with various	Head coach Chairperson	Pool IT	Ongoing	Time	March 25

	groups					
Ensure appropriate language used in materials – appropriate disability terms and other languages that are relevant to the community	Review all materials and reprint as needed	Club secretary		Ongoing	Marketing and policies	March 26
Accessible information for volunteers	<p>Maintain web page and swim manager resources.</p> <p>Printed resources for those who don't have access to email or printers including pin notice boards for parents and poolside staff</p> <p>Larger format for visually impaired upon request</p>	Committee	ICT printers	Ongoing	Time	
Completed						
All teachers/coaches and volunteers are signed up to the Swim England Code of Ethics	Updated codes of conduct 2024 to be distributed and signed upon registration					
Involve everyone in meaningful and appropriate communication to ensure quality experience for volunteers and staff	Poolside staff hold regular reviews/discussions as a team.					
Accessible information for volunteers	Maintain web page and team app resources, printed folder at club					