

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, you have the opportunity to 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.

Club Objective:

Manchester and North West Disability Swimming Club aim to offer fair access and inclusion to swimming for all people, celebrating differences and the strengths that diversity brings. *Our aim in the medium term is to consolidate our good practice in relation to disability and to ensure that other aspects of diversity are similarly recognised and accommodated, so that swimmers can work productively towards their personal goals and enjoy the experience of swimming and being in a club.*

Actions	Action Required	Lead Person	Completion Date	Review Date
Formally appoint an Equalities Officer to the committee (term – 1 year)	- Advertise the role across the club (open to parents/guardians, senior swimmers and para-swimmers, Masters swimmers) with deadline for applications 1st March 2024 and appointment by 15th Mar 2024 - Offer training as appropriate (Foundations of Inclusivity, Introduction to Disability Swimming) - Agree remit with reference to DIAP	Chair	Mar 2024	Jan 2024
Gather information about the diversity of the club (swimmers, coaches, staff and committee) and also open channels of communication on this aspect in order to understand the experience of members.	- Review the current membership form in terms of how we capture information about diversity - Propose adotion of Club Membership Form provided by Swim Mark for new members and resend this to existing members - Before this goes out, send communication to whole club about the purpose of this information gathering	Club Membership Officer and Equalities Officer	April 2024	Feb 2024

DIAP Completed By: Jo Soliva
Date Completed: 6th December 2023

	and how we are planning to develop the club using this data (plus assurances of confidentiality). - Process this information (use the SE database 'Diversity Profile') and record the completion rate at this stage. Identify where members are affected by more than one barrier (intersectionality). - Following on from this, send out a survey about the experience of members in terms of inclusivity and any barriers affecting them, asking also for suggestions - Process this and communicate back to the whole club with responses and further plans - Maintain the channels of communication so that new concerns can be raised (set up an email address and maintain a visible presence at training sessions)			
Share training and priorities with committee	- Ask for DIAP update to be a standing item on the committee agenda - Find out who has had training e.g. coaches, staff, committee members and maintain record of relevant training moving forwards - In next committee meeting, cascade training on equalities to whole committee (highlighting key messages) and share DIAP priorities for this year - If possible, form a sub-committee to support the Equalities Officer in achieving actions - Identify clubs where diversity is achieved, e.g. Raven Moss (ethnicity), Manchester Sharks Water Polo (LGBT+) and approach for advice on good practice	Chair, Equalities Officer	May 2024	Mar 2024
Increase diversity among committee, coaches / staff, swimmers in all disciplines (swimming, para-swimming and Masters)	- Use positive images in all club communications (website, emails, banners and marketing materials) – all images should be discussed with the Equalities Officer to ensure positive representation - Review language used in all communications to ensure it complies with advice from Swim England	Equalities Officer	Sept 2024	Jun 2024

	- Plan a communication strategy for the local community e.g. informing about modest swim clothing, range of swim hats - Offer MNWDSC-branded swim hats that accommodate Afro hairstyles - Make social bookings that include members e.g. alcohol-free venues, Halal food options - Actively recruit among parents / guardians to improve diversity on committee - Reduce bias wherever possible in recruiting coaches and teachers, e.g. redacted application forms when shortlisting - Actively encourage junior swimmers to take leadership and support roles within the club, and to act as role models for younger swimmers - Celebrate the achievements of underrepresented groups e.g. para Nationals - Consider participating in Pride events or celebrating Pride within the club's calendar - Inform all members about accessible changing rooms and gender-neutral facilities at training venue (use accessible toilets and changing) – ensure that safeguarding is prioritised in all circumstances - Inform all competitive swimmers about new categories (Open and Female) and hold information meetings with swimmers if needed - Inform all members about funding for financial assistance and actively encourage applications - Establish zero tolerance for critical and negative comments relating to identity, sexuality, ethnicity, ability, religion or culture – coaches and staff to model respectful and inclusive behaviour at all times			
Increase the number of swimmers with a disability in all disciplines (swimming, para-swimming and Masters)	- Find out about local disability groups (including disability-specialist swimming clubs e.g. Alpha which is based at Stretford, Sale Sharks Wheelchair Rugby also based at Stretford) and		Dec 2024	Oct 2024

	establish communication links e.g. Come and Try events - Check how much training is needed at coach level e.g. deaf awareness training, use of hoist and other adaptive equipment such as tappers. Arrange training programme as required - Review budget for equipment e.g. large whiteboards, cards for communicating with deaf swimmers and establish where equipment can be obtained as necessary - Find out about other para-swimming clubs locally and nationally and liaise with these to understand how to develop our offer - Make adjustments to avoid sensory overload e.g. noise levels, brightness of lights as necessary - Monitor lane etiquette for swimming alongside para-swimmers		
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