

Club Diversity and Inclusion Action Plan (DIAP)

As a club, you have the opportunity to contribute to the inclusivity of our sports and activities 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. Swim England are advocates for the 'Social Model of Inclusion', meaning that we believe many barriers that prevent people from participating are removable, given the right consideration and resource. As part of the Club DIAP process, we hope to see incremental changes that, spread over a number of years, will see a significant shift in the diversity of our sports.

This document can include last years actions as an opportunity to update Swim England on your progress. This update can include what you did to achieve the action, however if it was not completed, please document any barriers you faced. Any completed actions that have been identified, please make sure you replace the action ready for the next 12 months. Please consider the 'SMART' principle when setting your actions by ensuring they are Specific, Measurable, Achievable, Relevant and Time-Bound. For more information please reference the 'Club DIAP – completed example' and the 'Inclusivity Guide' for more guidance and support in completing this action plan.

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	Update on Action	Lead Person	Completion Date	Review Date
AGM appointment of Equalities Officer to the committee (term – 1 year)	<ul style="list-style-type: none">- Recommend extension of appointment from last year to establish the role- Review remit with reference to DIAP		Jo Soliva	January 2026 at AGM	n/a
Review membership information about the diversity of the club (swimmers, coaches, staff and committee) and refine channels of communication on this aspect in order to understand the experience of members.	<ul style="list-style-type: none">- Inform new members about purpose of information gathering and how we are planning to develop the club using this data (plus assurances of confidentiality and privacy policy).- Resend survey about the experience of members in terms of inclusivity and any barriers	All completed for 2025 New cycle in 2026	Club Membership Officer and Equalities Officer	Mar 2026	Feb 2026

	<ul style="list-style-type: none"> - 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 (maintain by means of a visible presence at training sessions) 				
Share training and priorities with committee	<ul style="list-style-type: none"> - DIAP is standing item on the committee agenda - New coaches, staff, committee members to be offered training and maintain record of relevant training moving forwards - Approach Manchester Sharks Water Polo (LGBT+) for advice on good practice 	Cycle completed for 2025 New cycle in 2026	Chair and Equalities Officer	June 2026	April 2026
Increase diversity among committee, coaches / staff, swimmers in all disciplines (swimming, para-swimming and Masters)	<ul style="list-style-type: none"> - Update images in all club communications (website, emails, banners and marketing materials) using recent gala photos - Reissue communications to local community, informing about modest swim clothing, range of swim hats - Offer MNWDSC-branded swim hats that accommodate Afro hairstyles – review designs - Make social bookings that include members e.g. alcohol-free venues, Halal food options - Reduce bias wherever possible in recruiting coaches and teachers, e.g. redacted 	Many elements are completed for 2025 and some are in progress or under ongoing review for 2026	Equalities Officer	Sept 2026	June 2026

	<ul style="list-style-type: none"> - 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 - 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 - DONE - Reissue information to all members about funding for financial assistance and actively encourage applications - Staff training sessions to emphasise 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)	<ul style="list-style-type: none"> - Maintain links with local disability groups (including disability-specialist swimming clubs e.g. Alpha which is based at Stretford) - Review training needed for 2026 at coach level and arrange training programme as required, including in-house training 	Actions completed for 2025. New cycle in 2026.	Equalities Officer	Dec 2026	Oct 2026

	<ul style="list-style-type: none"> - Review budget for equipment e.g. large whiteboards, cards for communicating with deaf swimmers and establish where equipment can be obtained as necessary - Maintain links made with other para-swimming clubs locally and nationally and liaise with these to understand how to develop our offer - Monitor environment to avoid sensory overload e.g. noise levels, brightness of lights as necessary - Monitor lane etiquette for swimming alongside para-swimmers 				
Increase proportion of coaches, teachers and in-pool helpers who have undertaken relevant training	<ul style="list-style-type: none"> - Encourage all new and existing staff who are working with swimmers to undertake 'Introduction to ParaSwimming' training provided by Swim England. We can emphasise that, although a significant number of our staff are themselves para-swimmers, they can nevertheless gain new knowledge. - Continue to offer our bespoke training sessions on Makaton, BSL, behaviour management, use of Floatsation devices, and first aid to all staff (continue to pay staff to attend these training sessions) 	Programme of bespoke staff training is ongoing.	Equalities Officer, Head Coach, Chair	July 2026	April 2026

Increase proportion of Club Support members who have undertaken Foundations of Inclusivity training	<ul style="list-style-type: none"> - On-boarding programme for new staff to include this training. Existing staff have been offered this training but this can be encouraged further. 	Ongoing	Equalities Officer, Head Coach, Chair	July 2026	April 2026
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