



## DURHAM CITY AQUATICS EQUALITY, DIVERSITY, INCLUSION ACTION PLAN

Objective	Action Required	Lead Person(s)	Date Due	Resources	Date for review
To ensure the Club is open and accessible to all	Continue to build a club that welcomes all swimmers and volunteers and encourage them to positively contribute to our aquatic community and achieve their full potential	Lead Aquatics Coach / Chair	Ongoing	Resources available from SGBs and Industry Organisations  Equality Act 2010	Review on a termly basis via committee
	Address financial barriers to participation by developing our “support fund” and actively encouraging the use of this,	Secretary	Ongoing	Actively seeking sponsorship and re-invest the profits from the Stuart Illingworth Sprint Meet annually into the Support Fund	
Ensure that our Club is accessible for disabled people to take part in integrated activities	Ensure that our venues are accessible for those with physical disabilities and work with pool operators to ensure this is always available.	Chair / Coaching Team / Secretary	Ongoing	Equality Act 2010 Durham County Council inclusion policies	Regular review
	Ensure that those with hidden disabilities are appropriately supported and the club understands their needs.	Coaching Team	Ongoing	Introduced a welfare coaching consultation form	Review on a termly basis.

DIAP Completed By: *Graeme Morgan*

Date Completed: *Reviewed 12 May 2025*



## DURHAM CITY AQUATICS EQUALITY, DIVERSITY, INCLUSION ACTION PLAN

	Take advice from Sport Governing Bodies (Swim England, RLSS, STA, Sport England, CIMSPA) to ensure best practice is identified at an early stage and integrated into the activities of the club	Chair / Secretary / Lead Aquatics Coach	Ongoing	for new members on advice of SE  Specific disability charities for additional resources  Ongoing publications and review of published best practice.	
All teachers/coaches and volunteers are signed up to the Swim England (ASA) Code of Ethics	Ensure all new coaches and volunteers sign and understand this document and actively embrace the concepts when carrying out their duties.	Secretary	Ongoing	Part of induction process	As and when new coaches and volunteers join
Identify the community surrounding the club and ensure that the club activities are accessible to all	Use membership data and queries to understand where our swimmers come from.  Understand the socio-economic barriers to participation within our catchment area and how these relate to participation.	Membership Secretary  Chair / Treasurer	Ongoing  Ongoing	Internal data systems  DCC Economic Plans  Local data regarding cost and local schemes to increase	Annually via committee

DIAP Completed By: *Graeme Morgan*

Date Completed: *Reviewed 12 May 2025*



## DURHAM CITY AQUATICS EQUALITY, DIVERSITY, INCLUSION ACTION PLAN

				participation in sport	
Increase our organisational knowledge with regards to equality, disability and equity.	<p>Actively seek SGB resources and those from CIMSPA and use this knowledge to continually improve equality provision.</p> <p>Build a resource of disability and learning needs “experts” who we can access for advice</p> <p>Engage in a programme of CPD for coaches and volunteers with regards to equality and disability</p>	<p>Lead Aquatics Coach / Maggie Ward</p> <p>Chair / Maggie Ward</p> <p>Lead Aquatics Coach</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Use SGB resources and those from CIMSPA when appropriate.</p> <p>Use Equality and Disability adviser</p> <p>Identify appropriate CPDs – online and face to face – which can be achieved and absorbed into club activity</p>	<p>Annually via committee an annual budget process</p>
To have a designated “disability lead” within the Club as a single point of contact for advice, support and development		Maggie Ward	Complete		
To ensure that all swimmers reach their potential and have access to appropriately challenging sessions	Appropriately designed coaching plans which support and understand those with disabilities and learning needs as required.	Lead Aquatics Coach / Maggie Ward	Ongoing	Individualised sessions /modifications to training where needed	Annually

DIAP Completed By: *Graeme Morgan*

Date Completed: *Reviewed 12 May 2025*



## DURHAM CITY AQUATICS EQUALITY, DIVERSITY, INCLUSION ACTION PLAN

				Use of Coaching Consultation Form	
To ensure that the club engages in transparent and fair employment practices	Ensure recruitment policy is up to date and compliant with current legislations	Secretary	Complete		
To monitor the application of the club's equality procedures through coach appraisals and observation	Include equality issues within appraisals with professional discussion to ensure underpinning knowledge	Lead Aquatics Coach / Secretary	Ongoing		Annually

### Progress against the Plan

1. In Jan 24 we implemented a new training programme which we believe is a more holistic approach and was designed to maximise family time and the welfare of athletes whilst ensuring peak performance opportunities. This is very different to any other club in our region the committee backed this new approach.
2. We have a very experienced Welfare Officer (Vicky Kemp) to drive forward the wellbeing and safety of every member of our Club and have just appointed in May 25, a Deputy Welfare Officer to strengthen the team.
3. We have a disability swimming specialist on our coaching team – and access to SEN support networks. Now linked into the Council Sport Welfare co-ordinator.
4. We have used behaviour and welfare support rather than punitive measures to address poor behaviour of club members when this has arisen.
5. We have welcomed those with disabilities to partake in our galas as swimmers and officials - and have openly supported them in doing so. For some, this has been a very positive and supportive step and Durham City has shone in our support for this area.
6. We have addressed financial exclusion by making "Awards Night" tickets as affordable as possible and supported athletes financially where they have been struggling to pay fees, gala entries of buy equipment from the Support Fund which we top up from the Stuart Illingworth gala funding.
7. We have implemented personal planning to allow swimmers who are observing Ramadan to continue to train and be supported through their fasting season.

DIAP Completed By: *Graeme Morgan*

Date Completed: *Reviewed 12 May 2025*