



Established since 1962



Soundwell Swimming Club

Equality Plan

Abstract

Sport Equality is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and the structure of sport to ensure that it becomes equally accessible to all members of society, whatever their age, ability, gender, race, ethnicity, sexuality or socio-economic status

This Equality Plan is designed to outline the Soundwell Swimming Club (SSC) commitment to providing equal opportunity and support to meet individual needs to provide equitable outcomes. Thus, everyone is treated equally regardless of their age, level of ability or disability, gender (including gender reassignment), marital or civil partnership status, pregnancy or maternity, race, religion or belief, sexual orientation or any other relevant characteristic.

In order to achieve this, everyone who receives this plan is required to read it carefully and to fulfil their respective responsibilities in a consistent and co-ordinated manner.

SSC follows Swim England's comprehensive Wavepower document, including the referenced Swim England Equality and Diversity Policy. This SSC Equality Plan is intended to supplement, not replace or reproduce that policy.

Equality



The assumption is that **everyone benefits from the same supports**. This is equal treatment.

Equity



Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.

Justice



All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.



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1. Introduction

SSC is committed to providing equal opportunity and support to meet individual needs to provide equitable outcomes; so, treating everyone equally regardless of their age, level of ability or disability, gender (including gender reassignment), marital or civil partnership status, pregnancy or maternity, race, religion or belief, sexual orientation or any other relevant characteristic.

SSC will ensure that equality is incorporated in all aspects of its activities and also recognises and adopts the Sport England definition of Equality and Diversity in sport:

Sport England believes sporting opportunities should be open to all and are committed to:

- *Developing a culture that enables and values everyone's full involvement*
- *Creating an environment in which everyone has opportunities to play, compete, officiate, coach,*
- *Volunteer and run community sport.*
- *Overcoming potential barriers for those wishing to play sport, particularly if they are from groups who are currently underrepresented in sport.*

The club also seeks to fulfil the Swim England's Equality and Diversity Policy objectives.

The club is committed to ensuring that everyone has the right to enjoy sport in an environment free from the threat of discrimination, intimidation, harassment or abuse.

All members of the club have a responsibility to challenge discriminatory behaviour and to promote equality of opportunity.

SSC will deal with any incidents of discriminatory behaviour seriously, in accordance with the club's disciplinary procedures.



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2. Approach

Adopting an approach of swimming is a 'sport for all', SSC aims to promote the benefits of swimming and that it should be enjoyed and made accessible to everyone. To achieve this SSC will endeavour to establish appropriate provision underpinned by the following:

- SSC is committed to working towards ensuring that swimming is accessible to the, many rather than the few.
- SSC recognises the need to acknowledge the diversity of provision that is required to ensure that all people, regardless of their race, sex/gender, disability, age, sexual orientation, social or economic background can access swimming and develop at a level that is appropriate to them.
- SSC recognises the need to celebrate differences and diversity of provision as a means of creating entitlement and accessibility to our structures.
- SSC recognises that equal opportunity is about understanding that people are different and therefore require different provision.
- SSC recognises the need to consult widely in order to respond to diversity.

In addressing equal opportunities, SSC will respond to issues of equality by:

- Recognising that swimming as an organisation – our volunteers, swimmers, coaches and officials need to adapt and work flexibly in order to respond to the needs of a wide and diverse range of people.
- Take positive action to increase the involvement from underrepresented groups in all aspects of our organisation, participation, coaching, volunteering and officiating.
- In doing so SSC supports four key principals as being fundamental to ensuring that everyone can participate in our sport and the achievement of equality of opportunity:
 - **Entitlement:** People have a right to participate in and access quality and appropriate experiences within swimming.
 - **Accessibility:** It is the responsibility of the club – our coaches, officials and volunteers – to adapt provision to fit the needs of the many.
 - **Inclusion:** Wherever and whenever possible, all to access the same quality of provision, and if necessary, to use positive action to ensure this:
 - **Integrity:** Whatever we do as a club to change or adopt provision, it must be of equal worth, challenging, relevant and in no way patronising.

3. Equality Action Plan

The following action plan identifies a number of objectives and highlights specific tasks that should help to establish and maintain activities to ensure those objectives are met. Each task has an identified lead person, but the objectives and measures that underpin those objectives apply to the SSC organisation as a whole, including all our volunteers, swimmers, coaches and officials.

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	Use Networking relationship with Bristol North Swimming Club to explore joint activities to promoting inclusive swimming	Head Coach / Club Chair	Horfield Leisure Centre	Dec 2023	Water time availability, joint competitions	Dec 2023
	Head Coach and Assistant Head Coach to complete Disability awareness training as required by Swim England	Head Coach / Workforce Co-ordinator	-	Mar 2024	Swim England training	Dec 2023
	Promote availability of Kingswood Leisure Centre facilities that include a lift to lower floors, dedicated disabled changing room (poolside), disabled toilet and mobile hoist. These should help considerably with inclusion of disabled swimmers	Head Coach / Club Chair	-	Ongoing	Website + Twitter Feed	Dec 2023
Ensure Club structure and squad criteria does not present barriers to entry for disabled people	Review of squad criteria, training plan and fee structure to eliminate barriers for disabled swimmers	Club Chair / Head Coach/ Treasurer		Ongoing		After any changes to structure, squads, or fees

Objective	Action Required	Lead Person	Where	Date Due	Resources	Date for review
All coaches, officials, members and volunteers are signed up to the Swim England Code of Ethics	Ensure that club Codes of Conduct (Coaches/Volunteers/Members) make reference to expected Code of Ethics.	Club Secretary	SSC Dropbox	Ongoing	Codes of Conduct	Mar 2024
	All coaches, volunteers and members sign up to Codes of Conduct (on joining SSC and ideally refreshed periodically)	Workforce Co-Ordinator and Membership Secretary	SSC Dropbox	Ongoing	Membership records	Dec 2023
Coaches						
Establish and implement professional and ethical values and practice.	All coaches are signed up to the Swim England Code of Ethics (via club Code of Conduct)	Head Coach	SSC Dropbox	Annual (January)	Codes of Conduct	Annual (January)
Promote and apply the principals and practices of equal opportunities	Ensure that coaches have appropriate training and access to guidance to establish consistent high-quality provision. Hold regular reviews/discussion of activities and progress.	Head Coach	-	Annual (January)	Swim England / LA Training	Annual (January)
Promote positive images of people with Special needs.						
Encourage high expectations and standards of achievement from all they teach						
Involve everyone in meaningful and appropriate activity to ensure a quality experience.						
Help everyone to achieve their full potential.						
Officials and Volunteers						
Adopt, promote and practice the club values.	Ensure officials and volunteers have appropriate training and access to guidance to establish consistent		-	Annual (January)	Swim England / LA Training	Annual (January)
Ensure that participation can be enjoyed by all.						

Objective	Action Required	Lead Person	Where	Date Due	Resources	Date for review
Provide meaningful and appropriate experiences, which recognise and value the diversity of the participants.	high-quality provision. Hold regular reviews/discussion of activities/performance and progress.	Officials and Workforce Co-ordinators				
Actively encourage the participation and involvement of people from disadvantaged groups of the community.						
Encourage membership from all sectors of the community.						
Promote an open and honest culture that values diversity.	Raise awareness of these objectives and encourage discussion and promotion of ideals and attitudes within the club membership and supporting community. Ensure that club guidance is available to highlight any concerns or behaviours contrary to these aims and take actions to minimise/remove barriers to inclusion.	Club Chair	-	Annual (January)	Swim England / LA Training	Annual (January)
Communicate widely, ensuring that our messages can be understood and appreciated by all.						
Positively encourage the involvement of all people, regardless of their gender, race, disability, age and social background.						
Work to redress the effects of discrimination.						
Change attitudes and working practices to ensure that everyone can feel a valued member of the club.						

Objective	Action Required	Lead Person	Where	Date Due	Resources	Date for review
Aspire to provide a diverse workforce, a composition of which reflects that of the broader community in terms of gender, ethnicity and disability.						
Provide full and fair considerations for all job, role and applications.		Club Chair	-	-	-	Annual (Sept)
Assist all our volunteers to realise their full potential by ensuring that they receive fair consideration of their training and career development needs and opportunities.		Workforce Co-ordinator	-	-	-	Annual (Sept)
Wherever possible modify practices and procedures to reduce barriers experienced by members of disadvantaged social groups in seeking and during roles with the Club.		Club Chair	SSC Dropbox Website	-	-	Annual (Sept)
Maintain full records in recruitment, training and roles and use this information as a means of identifying areas of inequality.		Club Secretary	SSC Dropbox	-	-	Annual (Sept)