

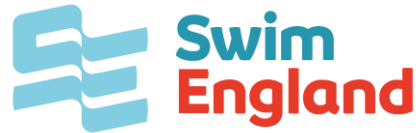
## YDSC EQUALITY PLAN

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

Objective	Action Required	Where	Date Due	Resources	Date for review
<i>Ensure that our club is accessible for disabled people to take part in integrated activities</i>	Ensure the disability is known by coaches as appropriate. Have an agreed approach on how to manage specific needs	At club <b>Note 1</b>	As members with a disability join	Guidance from Swim England for different disabilities	As required
<i>Identify where potential members come from and formalise partnership</i>	Improve links with existing LTS scheme and investigate the viability of establishing own LTS	At club <b>Note 2</b>	Annually	None	On-going
<i>Identify the community surrounding the club and ensure that the club activities are accessible to all</i>	Ensure no one is turned away. Offer a more appropriate pathway if necessary.	At club <b>Note 3</b>	Ongoing	None	On-going
<i>All coaches and volunteers are signed up to the Swim England Code of Ethics</i>	Included in the Code of Conduct for teachers, coaches and volunteers	At club <b>Note 4</b>	Upon joining	Swim England Good Club Guides,	Annually
<i>Ensure that all members of the club are aware of the Swim England Equality policy.</i>	Update the equality policy. To include links to the SE Equality Policy	At club	By the end of June 2021	<a href="https://www.swimming.org/swimengland/equality-and-diversity/">https://www.swimming.org/swimengland/equality-and-diversity/</a>	Annually

### **Note 1:**

The Head Coach, lead coaches and SwimMark co-ordinator have all completed the IOS online '**Introduction to Disability Swimming**' course. All coaches will be encouraged to complete this course to ensure they have a basic understanding. However, at this time, the club has limited



resources, therefore children with a disability will be assessed on a case by case basis to establish if the club are able to make a positive contribution to their swimming, or if the swimmer concerned would be better served by a more specialist club. To this end, the club will seek to forge stronger ties with Apollo Swimming Club which would be able to provide a suitable pathway for children concerned.

### **Note 2:**

All potential new members will be asked to provide details of where they heard about the club, from this the club can continue to ensure resources are directed into the most productive areas. Learn-to-swim schemes are the obvious sources likely to generate most new members and the two principle pools used by YDSC are Oxley and Goldenstones.

### **Note 3:**

Due to the current size of the club and its limited coaching resources, it may not always be feasible to offer a trialist a suitable position in a squad, in such instances the club will assist in finding a suitable alternative pathway. In order to facilitate this, stronger ties will be developed with other swim schools within the district.

### **Note 4:**

The club has recently updated the Codes of Conduct for members and parents, which both parties are now required to sign when they join the club. These are intended to help create a framework to maintain standards and equality.

Coaches and volunteers are also issued with Codes of Conduct which they are also required to sign and return. These codes are reviewed annually and reissued where necessary.