

Barrow ASC 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.

This document isn't intended to be exhaustive so please consider 3-4 realistic and practical steps that you will take over the next 12 months to improve your club in relation to Equality, Diversity and Inclusion. Please consider the 'SMART' principle when setting your objectives by ensuring they are Specific, Measurable, Achievable, Relevant and Time-Bound. Please also include a club objective in relation to equality, diversity and inclusion. Please reference the 'Club DIAP – completed example' and the 'Inclusivity Guide' for more guidance and support in completing this action plan.

Club Objective: *First year DIAP plan with a focus on equity, diversion & equality and understand the club demographic, upskill the knowledge of our committee and coaching team and explore the individual needs of our current members.*

Actions	Action Required	Lead Person	Completion Date	Review Date
Increase completion rates of the 'Diversity Profile' across the club to a minimum of 60%.	Update club registration forms (including reference to consent of data sharing) to allow for accurate completion of the Swim England database 'Diversity Profile'.	Club Membership Officer	Dec 2025	Feb 2025
All committee members and coaching team to increase knowledge and awareness of equity, diversion & inclusion	Attend foundations of inclusivity online training	Committee and coaching leads	July 2024	Sept 2024
Appoint a committee member lead for Equality Diversity & Inclusion	Identify and appoint a suitable committee member. Ensure Equality, Deversity & Inclusion are committee agenda items.	Committee	Oct 2024	
Understand the needs of our swimmers better and identify individual needs including SEN of our athletes	Put an electronic version of the coaching consulting form on the club website and raise awareness to members.	Chair	Nov 2024	Feb 2025

DIAP Completed By: *Mark Ralph (Chair) & Lis Postlethwaite (Welfare Officer)*
Date Completed: *March 2024*

