

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: *Brief explanation on the Clubs objective for the year with regards to equality, diversity and inclusion. This can be updated from last years submission or kept the same. You may also choose to include the clubs long-term vision in this section.*

Actions	Action Required	Update on Action	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'.	In January 2025, we introduced updated membership forms designed to capture members' ethnicity, additional needs, and any specific support required by swimmers. This initiative enables us to better understand and reflect the diversity within our membership, while ensuring tailored support for individuals with disabilities or other specific requirements. We now have robust evidence of our inclusive practices and the breadth of our membership community. These insights will be formally reported at the January 2026	Club Membership Officer	January 2025	February 2026

		Annual General Meeting, with a continued commitment to expanding and strengthening this work throughout 2026, whilst still striving for a minimum of 60% profile.			
Ensure that all those involved in the club are aware of its commitment to equality and diversity.	A public commitment to addressing inequalities and preventing discrimination to be prominent and current on the home page of the club website, including a link to the SE Inclusion Hub. Ensure a zero tolerance approach to harassment and unfair treatment is demonstrated.	Updated on website for 2025	Club Chairperson Web page manager	December 2024	October 2025
Increase understanding and awareness of the needs of members with specific disabilities or specific needs identified through club registration forms.	Identify any additional support or needs via the new updated membership forms to be issued in January 2025.	Individual wipe-clean white boards provided for members with severe hearing and sight challenges. New large whiteboards purchased for all members to view and follow. Identify and work with adult members to support any other identified requirements - Coaches have recently communicated with swimmers that require additional support e.g. not happy to lead the lane due to struggling with manging set timings and sensitively protecting them from peer pressure to lead lane.	Club Membership Officer	September 2025	September 2026
Appoint a named Equity and Diversity Lead within the club in line with accreditation requirements.	Approach the committee for volunteers.	Email sent asking for volunteers. Appropriate candidates with experience and appropriate training in place approached directly	Club Chairperson	January 2026	November 2025