

Swim England South West

Diversity and Inclusion Action Plan (DIAP) 2024

This plan is to apply to all Aquatic disciplines in South West Region

| Actions | Action Required | Lead Person(s) | Completion Date | Review Date |
|--|---|---|-----------------|-------------|
| Include a 'quiet' area at our Regional Championships / Competitions (all disciplines) for those with Autism or any additional needs. | Locate a suitable area and work with the pool operator to provide. Will need to ensure this is communicated to all Clubs and members taking part and include advertisement in the meet promotor conditions and other marketing tools. | Competition & Events Coordinators | March 2024 | Oct 2024 |
| Appoint Regional Board lead for Equality, Diversity & Inclusion | Identify and appoint a suitable Board Member and source suitable training opportunities. | RMB (Regional Management Board) | Jan 2024 | |
| Equality, Diversity & Inclusion to be discussed at all Board & discipline meetings | All meetings to have separate meeting item on agenda for Equality, Diversion & Inclusion Agenda item will focus on progress of this plan and any other EDI-related matters | RMB, Discipline leads & County Officers | Ongoing | |
| All RMB members, Discipline leads & County Officers and staff members to increase knowledge and awareness of Equality, Diversion & Inclusion | Attend Foundations of Inclusivity on line training and to attend suitable training as identified or requested | RMB, Discipline leads & County Officers | June 2024 | Dec 2024 |
| Provide greater assistance at Regional competitions, meetings, forums & both competitor & volunteer training | Ensure all competition, meeting, forum & training invites / acceptance contain details of venue location, access and special venue specific conditions. | Competition & Events Coordinators | June 2024 | June 2025 |

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| Provide greater access & participation to all training / competition events | Risk assess and consider all requests for reasonable adjustments at all competition / training events Requests to be logged along with outcome for ongoing implementation. | Competition & Events Coordinators | Sept 2024 | Sept 2025 |
| Engage with all Clubs & Counties make them aware of their responsibilities and to understand their needs in relation to Equality, Diversity & Inclusion | Regional 'Culture' forum for all Clubs & Counties to include EDI, Governance and Safeguarding etc. | Region & Swim England | Date T.B.C | |
| Increase understanding of the demographic of our regional membership and how that compares to the general population | Promote completion of Diversity Profile data collection across all our clubs. | RBM, Counties and clubs | Dec 2024 | Jun 2024 |
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DIAP Completed By: PAUL ROBBINS
Date Completed: 29.12.23