



INCLUSION POLICY

Scope

This Policy applies to all members of Leyland Barracudas ASC including swimmers, parents/carers, Coaches, other volunteers, and Executive Committee members.

(NB: The terms Club or Club's refers to Leyland Barracudas ASC).

General Statement

Leyland Barracudas ASC is committed to the principles and practice of equal opportunity and diversity. The Club firmly believes swimming can and should be enjoyed by and made accessible to all.

Aims

Leyland Barracudas ASC aims to:

- Assist swimmers develop their skills and abilities to their full potential.
- Provide equality of opportunities within swimming.
- Deliver appropriate coaching that makes training accessible to all.

Objectives

- Ensure Leyland Barracudas ASC Inclusion Policy is implemented consistently by all Coaches, volunteers, and the Executive Committee of the Club.
- Ensure any inequalities in accessing swimming are eradicated.
- Identify barriers to participation and make adjustments, where reasonably practicable, to meet individual needs.
- Work in partnership with parents/carers if the swimmer is under the age of 18 in supporting their child's swimming journey.

Inclusion in Swimming

Inclusion is an ongoing process that celebrates diversity and involves the identification and reduction of barriers to participation in swimming that may be experienced by any person.

Reasonable Adjustments

Where practicable the Club will make reasonable adjustments to ensure swimming is accessible and inclusive to all.

Reasonable adjustments are actions taken by the Club in response to the needs of the individual swimmer to remove or reduce potential barriers to training and competition that they may face in our sport, as far as is reasonably possible.

How we make reasonable adjustments

Examples of reasonable adjustments could include:

- Adjustments to requirements for dive starts in training and competition.
- Additional support with understanding the session instructions on the board.
- Extra help using the pace clock.
- Regularly checking with the swimmer that they have heard and understood the verbal instructions given to the group by the Coach.

Reasonable adjustments appropriate to the individual should be explored in detail in consultation with the swimmer, and their parents/carers if they are under the age of 18, before being implemented.

The situation should be regularly reviewed (annually or sooner if required), to ensure that the agreed reasonable adjustments are being implemented effectively and meet the needs of both the individual and the Club.

We endeavour to build flexibility into the Club's training structure and programme to ensure everyone can access the sport to their full potential.

Coaches and Other Volunteers

The Club will train its Coaches and volunteer workforce in the use of this Policy to ensure all our swimmers are as fully supported as possible.

Parent/Carer Engagement

Where the swimmer is under the age of 18, it is important that parents/carers inform Leyland Barracudas ASC if their child has a diagnosed disability and/or a perceived additional need.

Leyland Barracudas ASC will always seek the parents/carers support when trying to assist its swimmers. Completion of the Club's "About Me" document will help to provide a greater understanding of a young person's needs and how these can be supported so that the swimmer can access the available swimming programme as far as possible.

Parents/carers are strongly encouraged to keep in regular contact with the Chief Coach and Welfare Officer of Leyland Barracudas ASC regarding any updates to their child's condition or situation and update the "About Me" document if appropriate.

The "About Me" document can be obtained from the Chief Coach or completed online [via this link](#).

Evaluation of the Inclusion Policy

This Policy is reviewed and evaluated on a bi-annual basis. The evaluation of the Policy will focus on:

- Establishing how far the aims and objectives of the Policy have been met.
- How effective the implementation of the Policy has been.
- Impact on young people.

Privacy

Any information received about a swimmer in relation to this Policy will be collected, processed, and stored in line with the Club's Privacy Policy and Statement. If you have any queries regarding this, please contact Tracy Pedley in the first instance: tracy.pedley@gmail.com

Welfare Officer

The Club's Welfare Officer, Sue Tinkler, can be contacted via email or telephone: sue.tinkler@blueyonder.co.uk or 07889 909 284, should a swimmer or a parent/carer wish to raise a safeguarding and child protection issue related to this or any other Policy.