

Swim England South West

Diversity and Inclusion Action Plan (DIAP) 2025

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 promoter conditions and other marketing tools. Need to refocus and roll out across all disciplines	Competition & Events Coordinators	Ongoing	Oct 2025
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	Achieved
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	Achieved
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 & staff	Ongoing	Partly Achieved June 2025
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	Ongoing	June 2025

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	Ongoing	Sept 2025
Engage with all Clubs & Counties make them aware of their responsibilities and to understand their needs in relation to Equality, Diversion & Inclusion	Regional 'Culture' forum for all Clubs & Counties to include EDI, Governance and Safeguarding etc.	Region , Swim England , staff	Ongoing	Partly Achieved June 2025
Increase understanding of the demographic of our regional membership and how that compares to the general population	Promote completion of Diversity Proicpants needs where apoofile data collection across all our clubs.	RBM, Counties, staff and clubs	Dec 2025	Jun 2025
Encourage Clubs to liaise with external companies, charities agencies	Promote assess for all to training etc and to look at access to funding streams	RBM, Counties,staff and clubs	Ongoing	Dec 2025
Encourage Clubs to engage with SE Inclusion 360 programme	Promote programme at every opportunity	RMB, Counties and Staff	Ongoing	June 2025
Ensure all facilities used by Region are , where possible - suitable for all participants	Assess needs of participants against facilities prior to booking venues .	RMB and Staff	Ongoing	Oct 2025

DIAP Completed By: PAUL ROBBINS
Date Completed: 12.12.24