

Crawley Swimming Club: Equality, Diversity, and Inclusion (EDI) Policy



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Compliance Framework: UK Equality Act 2010 & Swim England Inclusion Frameworks

1. Purpose and Commitment

Crawley Swimming Club (CSC) is committed to making aquatic sports accessible, welcoming, and safe for everyone. We believe that the pool belongs to the whole community.

We are dedicated to ensuring that no member, volunteer, employee, or visitor receives less favourable treatment on the grounds of age, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, religion or belief, sex, or sexual orientation (the protected characteristics under the UK Equality Act 2010).

2. Scope

This policy applies to all athletes, parents/guardians, coaches, teachers, officials, volunteers, and Trustees acting on behalf of or participating in Crawley Swimming Club activities.

3. Disability and Adaptive Swimming Pathways

CSC is uniquely equipped to support swimmers with physical, intellectual, and neurodivergent disabilities. We recognise that every swimmer's goal is different, which is why we operate a clear dual-pathway system to ensure everyone can access the water safely, comfortably, and at their chosen level:

The Crawley Flamingoes (Adult Recreational Pathway)

Operating every Tuesday evening at K2 Leisure Centre, this dedicated section provides a safe, secure, and entirely non-competitive environment for adults (18+) with disabilities.



- **The Focus:** Water confidence, recreation, therapeutic exercise, and individual progression at the swimmer's own pace (e.g., achieving a half-width or walking across the shallow pool).
- **The Structure:** Access to both the main pool (1.85m depth) and shallow pool (1.2m depth) with full electric hoist accessibility operated by trained K2 lifeguards.

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The Para Squad (Competitive Pathway)

Designed for athletes with physical, visual, intellectual, or hearing impairments who wish to train, refine their technique, and enter the competitive arena.

- **The Integration Goal:** The primary objective for our para-swimmers is full integration into the club's mainstream competitive squads alongside their non-disabled peers.
- **Targeted Support:** To facilitate successful integration, CSC can arrange specific, adaptive coaching sessions. This specialised support is tailored to help para-swimmers master adaptive techniques, meet squad criteria, and navigate the official Swim England Para-swimming classification system for regional and national competitions.

4. Neurodiversity and Hidden Disabilities

Not all disabilities are visible. CSC actively supports swimmers with neurodivergent conditions, such as Autism, ADHD, Dyspraxia, and sensory processing differences.

- Coaches and Team Managers will work closely with parents/guardians to understand an individual swimmer's triggers, routines, or learning styles.
- Where possible, we will make reasonable adjustments to coaching communication, lane assignments, and gala environments to support athletes who may experience sensory overload or require alternative instructional methods.

5. Reasonable Adjustments and Facility Access

The club is committed to removing physical and operational barriers to participation.

- We work in partnership with our host facilities (such as K2 Crawley) to ensure physical accessibility, including the use of pool hoists, accessible changing villages, and step-free poolside access.
- We encourage any member requiring reasonable adjustments—whether for physical access, communication needs, or medical support—to speak confidentially with the Welfare Officer or Head Coach so we can implement a tailored support plan.

6. Inclusive Volunteering and Officiating

Inclusion extends beyond the water. CSC actively encourages and supports individuals with disabilities and those from underrepresented backgrounds to take on leadership, officiating, and volunteer roles within the club. The club will provide necessary adjustments to support committee members, timekeepers, and officials in fulfilling their duties safely and effectively.

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7. Zero Tolerance for Discrimination

CSC maintains a zero-tolerance approach to discrimination, harassment, victimisation, or bullying of any kind.

- Any use of discriminatory language, exclusionary behaviour, or ableist remarks is considered a severe breach of the club's **Bullying & Misconduct Policy**.
- Such incidents will be dealt with immediately and robustly under the club's **Disciplinary Policy**, which may result in suspension or expulsion from the club.

8. Reporting Concerns

If anyone feels they have been subject to discrimination or observes exclusionary behaviour, they should report it immediately to:

1. **The Club Welfare Officer** (for any matters involving youth athletes under 18 or safeguarding).
2. **The Parent Liaison Officer or Club Co-Chairs** (for adult/administrative matters).