

SURREY PARK SWIMMING CLUB INCLUSION POLICY

Policy Statement

Surrey Park Swimming Club (SPSC) seeks to provide the best club environment in Victoria for the development of all of its swimmers to their full potential in an atmosphere of enjoyment and professionalism.

SPSC is committed to ensuring the programs, services and activities it conducts are available to all members of the community. SPSC encourages respect for all swimmers, coaches, staff, club volunteers, officials and their families regardless of age, gender, race, ability, religious belief, sexuality and/or preferences or social/economic status.

Scope

This Policy applies to all members of the Surrey Park Swimming Club community including staff, members and their families.

Principles

To achieve this Surrey Park Swimming Club will:

- Ensure SPSC programs, services and activities are available and accessible to all individuals
- Continually review programs, pathways, and competitions to ensure all swimmers are able to engage in the offerings of the club from learn to swim through to the competitive squad program
- Encourage members, volunteers, coaches and instructors to respect and support all other members, volunteers, coaches, officials and the broader community in general
- Liaise with facility providers to ensure that appropriate access and facilities are available for all swimmers and families and carers if required
- Through the Community Access Program for Swimming Program (CAPS), subsidise beginner swim lessons for economically disadvantaged individuals, migrants or those with a disability who would otherwise not learn to swim.
- Provide opportunities for professional development to swim coaches and instructors to ensure they are able to adapt and modify techniques and approaches to cater for all participants;
- Provide up to date information to staff, participants and their families about multi class swimming and classification.
- Ensure volunteering, teaching, coaching and other opportunities are open to all applicants with the appropriate qualifications.
- Ensure compliance with relevant Swimming Victoria/Swimming Australia policies, Equal Opportunity and any other applicable legislation.

Strategies

- SPSC events are organised so they are accessible to all regardless of ability, cultural, ethnic, age, gender or social background
- Where additional individual needs are identified, SPSC will seek appropriate resources to ensure it can continue to meet the needs of all individuals
- SPSC will record any relevant information (medical or otherwise) so individuals can participate safely in the sport of swimming and other activities
- SPSC will regularly review its programs, services and activities to ensure these continue to provide opportunity for all athletes to reach their full potential

- SPSC will provide support for staff through appropriate professional development activities, ongoing mentor relationships and staff review processes
- Employment opportunities at SPSC will be advertised and applications accepted from all individuals. The successful applicant will not be determined, favourably or unfavourably, using any personal characteristic protected by law
- SPSC will appoint a Member Welfare / Grievance Officer and advise all staff and members of the grievance process
- SPSC will work with organisations including the Family Access Network, and AMES Australia, to provide swimming lessons for all
- SPSC will work with Swimming Victoria to provide opportunities for participation, training and competition for those of all abilities
- SPSC will encourage members and staff to utilize resources available in the Play by the Rules and the 7 Pillars of Inclusion programs

This Policy will be reviewed annually by the SPSC Committee of Management.