

Equality Plan - Dolphins of Spinkhill SC

Sport Equality is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and the structure of sport to ensure that it becomes equally accessible to all members of society, whatever their age, ability, gender, race, ethnicity, sexuality or socio-economic status					
Objective	Action Required	Lead Person	Date Due	Resources	Date for review
Ensure that sport equity is reflected in our mission statement, our constitution, our website and our codes of conduct for swimmers, parents, officials and coaches.	To check this each year	Chair & Secretary	By August 2022	Time	Annually prior to AGM
Ensure that a link the Swim England codes of ethics are displayed on our website and that all teachers/coaches and volunteers have signed up to them and to the codes of conduct.	To update workforce database to ensure that this is done. To check that the website is up to date with this	Workforce coordinator and Chair	By August 2022	Time	Annually prior to AGM
Ensure that our marketing strategy ensures that the local communities around the Leisure centre which we use are aware of us and are able to access us.	To develop a marketing strategy which does this	Committee (individual TBC at next committee meeting)	By August 2022	Time	Annually prior to AGM
Ensure that we keep our costs to a minimum to allow as many people as possible to access the club.	Ensuring we budget responsibly, minimise costs and stick to the plans outlined in the budget	Treasurer	Ongoing (Budget already completed)	Time	Annually prior to AGM
To ensure that our Head coach, swimming teachers and management committee are aware of how to cater for swimmers with special needs and our coaching team are up to date with all appropriate disability awareness training.	Ensure attendance of appropriate individuals on appropriate courses, starting with Introduction to Disability Swimming course.	Workforce coordinator	1st course by end of Feb 22	Time & possible course costs	Annually prior to AGM
To ensure that our club is free from discrimination of any kind and to deal with this effectively and quickly if it occurs.	To ensure that our club anti bullying plan is displayed and promoted in the club	Welfare officer	By August 2022	Time	Annually prior to AGM

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To ensure that at least one coach and one committee member in the club have undertaken a Sports equity workshop.	Ensure attendance of appropriate individuals on appropriate courses	Workforce coordinator	By August 2022	Time & possible course costs	Annually prior to AGM
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