Equality, Diversity & Inclusion Policy

Paddles swim school

Paddles Swim School is committed to promoting equality, diversity, and inclusion in all aspects of our swimming provision. We provide inclusive swimming lessons for children and young people with disabilities and additional needs, ensuring that every child and young person is treated with dignity, respect, and fairness.

Paddles Swim School is committed to eliminating discrimination and encouraging diversity amongst its workforce. Our aim is that our workforce will be truly representative of all sections of society, and each employee and volunteer feels respected and able to give their best.

We recognise our responsibilities under the **Equality Act 2010** and align our practice with **Swim England's Inclusion, Diversity and Equality (IDE) principles**, safeguarding standards and are committed to removing barriers to participation wherever reasonably possible.

This policy is informed by and complies with:

- **Equality Act 2010**
- **Children Act 1989 & 2004**
- **Special Educational Needs and Disability (SEND) Code of Practice**
- **Health and Safety at Work Act 1974**
- **Working Together to Safeguard Children (2018)**
- **UK GDPR & Data Protection Act 2018**
- **Swim England Inclusion, Diversity and Equality Policy**
- **Swim England Safeguarding Policy & Wavepower guidance**

This policy applies to:

- All children attending swimming lessons
- Parents, carers, PA's and families
- Employees, swim teachers, assistants, volunteers, and contractors
- Visitors and partner organisations

In line with the Equality Act 2010, we do not discriminate on the basis of any protected characteristic, including:

- Disability
- Age
- Race, ethnicity, or nationality
- Religion or belief
- Sex or gender reassignment
- Sexual orientation
- Pregnancy or maternity
- Marriage or civil partnership

We actively support inclusive participation in line with **Swim England's guidance on inclusive and disability swimming** and specifically children with disabilities and additional needs by:

- Making **reasonable adjustments** to teaching methods, communication, and environment
- Offering **individualised lesson planning**
- Using adaptive equipment where appropriate
- Providing smaller group sizes for lessons
- Ensuring children are supported in a way that promotes **independence, confidence, and enjoyment**
- Working closely with parents, carers, PA's and relevant professionals

Each child is supported according to their individual abilities, needs, and goals.

We aim to ensure accessibility by:

- Providing clear pre-enrolment information and for the parents or carers to complete registration forms.
- Discussing individual needs prior to lessons with parents, or carers
- Reviewing and updating support arrangements regularly
- Clearly communicating any limitations and working collaboratively with families

Where adjustments are not possible, we will explain this clearly and work with families to identify alternative solutions.

Staff Responsibilities & Training

All staff are expected to:

- Uphold this policy at all times
- Treat children and families with respect and sensitivity
- Hold appropriate **Swim England qualifications** or equivalent recognised awards
- Maintain current **safeguarding and DBS checks** in line with Swim England and Wavepower requirements
- Undertake ongoing **Continuous Professional Development (CPD)**, including inclusion and disability awareness
- Challenge discriminatory language or behaviour
- Maintain confidentiality and dignity
- Undertake relevant training, including safeguarding, disability awareness, and inclusive practice
- Any breaches of this policy could be seen as misconduct and could lead to disciplinary proceedings.

Training, development and progression opportunities are available to all staff

Bullying, Harassment & Discrimination

Paddles Swim School has a **zero-tolerance approach** to bullying, harassment, victimisation or discrimination.

Any concerns will be:

- Taken seriously
- Investigated promptly
- Managed in line with safeguarding and complaints procedures
- Reported where necessary to appropriate authorities

All employees, members and volunteers have the right to invoke the grievance procedure if they consider there has been unfair discrimination against them. Paddles Swim School regard unlawful discrimination as gross misconduct. Employees, members and volunteers who discriminate unlawfully are subject to the relevant provisions of the disciplinary procedures

Partnership with Parents & Carers

We recognise parents and carers as key partners. We encourage:

- Open communication
- Sharing of relevant medical or developmental information
- Feedback and involvement in decision-making by speaking to our parent liaison committee member

All parents and Carers are reminded that every employee, is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated

All information shared is handled in line with **UK GDPR and Data Protection Act 2018**.

This policy will be:

- Reviewed annually
- Updated in line with legislation or **Swim England guidance**
- Communicated to staff and families/Carers
- Used to inform staff training and service development
- Published on our website

Overall responsibility for the implementation of this policy rests with:
The Committee members of Paddles Swim School.