



RTW Monson Equity and Inclusion Plan

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	Where	Date Due	Resources	Date for review
<i>Ensure that our club is accessible for disabled people to take part in integrated activities</i>	As a club we activity support a range of swimmers with different disabilities.	Adam Naylor / Della Clout	All locations	December 2023	Existing resources	September 2024
	1. We have three swimmers with disabilities that compete nationally. We have others who have disabilities or known to be neurodiverse. All swimmers integrate into our existing squads that are appropriate for their age and ability. We have one swimmer who is a bilateral amputee with 121 swim teaching	Adam Naylor	All locations	December 2023	Existing resources	December 2024
	2. We will ensure that all our core staff complete the introduction to disability swimming course.	Adam Naylor	All locations	December 2023	Existing resources	December 2024
	3. We will also be asking all swim teachers and coaches to complete the online course on Foundations of Inclusivity					
	4. We were proud to win the shield from Kent County in 2022/23 for the swimming club for Para Swimming team of the year	All	All locations	March 2023	N/A	March 2024
	5. In 2022, as invited by Swim England, we hosted two taster swimming lesson sessions for the population of Tunbridge Wells and the surrounding area and we are planning to do this again this year	Della Clout	All locations	Summer 2023	Existing resources	September 2023
6. In 2023/24, we plan to review what more we can do to be more inclusive as a club and review our club activities in line with the Good Club Guide to inclusivity	Jan Annan	All locations	January 2024	Existing resources	September/October 2024	
<i>Identify where potential members</i>	1. We do review from time to time the location of our	Amanthi Tollit	All	December	Existing	December 2023

RTW monson SWIMMING CLUB

<p><i>come from and formalise partnership</i></p>	<p>members. We have recently had swimmers join us from other clubs, due to changes in coaches, so we suspect that our geographical area may have changed. We will at the end of the season undertake some analysis to look at our membership and understand where members come from.</p> <ol style="list-style-type: none"> 2. We have established a partnership with Somerhill school this year and we are supporting them, by running their after-school swimming club 3. We have developed a strategic partnership arrangement with Kent College which commenced from September 2023 4. We are providing swim teachers to a range of state primary schools in the area on behalf of Kent College. We hope to be able to expand the offer of swimming teaching to more primary schools through this partnership. We will explore this during 2024 	<p>Adam Naylor/Linda El Mokadem</p> <p>Karen Bradbury/Linda El Mokadem</p>	<p>Tonbridge</p> <p>Pembury</p>	<p>2023</p> <p>September 2023</p> <p>September 2023</p> <p>September 2023 onwards</p>	<p>resources</p> <p>Additional swim teacher time</p> <p>Will require more resources, currently advertising</p>	<p>August 2024</p> <p>September 2024</p> <p>September 2024</p>
<p><i>Identify the community surrounding the club and ensure that the club activities are accessible to all</i></p>	<p>As a club, we undertake many activities to support the local community.</p> <ul style="list-style-type: none"> • We advertise swim school in local press and on local Facebook groups • We provide Referees, Officials and Time Keepers for the Tunbridge Wells primary school gala every year • We have supported three Ukrainian refugees in 2022/23 • We were selected as Para swim team of the year by Kent Swimming in 2022 • We set up a helping hand policy and fund to support members who need some financial support 	<p>All</p>	<p>Local area</p>	<p>ongoing</p>	<p>Existing resources</p>	<p>Annually in March</p>
<p><i>All teachers/coaches and volunteers are signed up to the Swim England (ASA) Code of Ethics</i></p>	<p>Yes</p>	<p>Amanthi Tollit (membership secretary)</p>	<p>Annually in January</p>	<p>January 2024</p>	<p>Existing resources</p>	<p>December 2023 in preparation for January 2024</p>