



## **LHSS INCLUSION POLICY**

Every member of LHSS has an entitlement to develop their full potential. Membership of the club is open to all. Teaching and coaching is provided that develops the swimmers' capabilities and recognises their individuality. Diversity is valued as a resource that enhances the experience of all members.

### **Definition of Inclusion:**

Inclusion is an on-going process that celebrates diversity and involves the identification and minimising of barriers to progress and participation. Any members, irrespective of age, ability, gender, ethnicity, language, social background or disability, may experience these barriers. Inclusion involves the maximising of resources to reduce these barriers.

### **Aims:**

LHSS aims to: -

- Help all members to develop their skills, abilities and personalities.
- Provide appropriate teaching and coaching which makes swimming challenging and enjoyable.
- Provide equality of opportunity.

### **Objective:**

- To ensure that ASA recommendations are implemented promptly and efficiently.
- To ensure that the Clubs' Inclusion Policy is implemented consistently by all involved in the running of the club.
- To ensure any discrimination or prejudice is eradicated.
- To identify barriers to progress and provide an appropriate training programme to meet a diversity of needs.
- To ensure all members have access to training at an appropriate level.
- To recognise, value and celebrate swimmers' achievements.
- To work in partnership with parents/carers in supporting their child's progress.
- To guide and support all members of the club on inclusion issues.