



# **ONKAPARINGA SWIMMING CLUB INC.**

## **INCLUSION POLICY & PROCEDURES**

### **1. INTRODUCTION**

The Onkaparinga Swimming Club is committed to ensuring inclusion and participation for all swimming club members in a structured and supportive environment.

Inclusion is part of a much larger picture than just placement in the regular swim class for a Swimmer with a Disability (SWD). It is also being included in life and participating using one's abilities in day to day club activities as a member of our swimming community. It is being a part of what everyone else is a part of and being welcomed and embraced as a member who belongs. Inclusion can occur in club training, club social activities, camps, clinics and competition.

All our swimmers have basic needs that must be met in order to feel fulfilled. Inclusion is about meeting all those needs, and maximising a person's overall quality of participation whilst being involved with the club. Planning, preparation and supports are requirements that need to be embraced to successfully integrate any Swimmer with a Disability (SWD) member.

### **2. OBJECTIVES**

The objective of this policy and procedures is;

- For the club to recognised as one that encourages participation of people with special needs, particularly those with a disability.
- For the club to operate out of facilities that are accessible and appropriate for people with disabilities.
- For the safety and security of all members to be viewed as a priority for the club.
- To provide opportunities for coaches to obtain SWD qualifications, participate in training and to participate in conferences and other development opportunities.
- To provide inclusion information and materials for members and local learn to swim providers.
- To network with families of children with and without disabilities within the local community.
- To provide SWD with support for participation at competition.
- To provide an environment that enables SWD to self advocate.
- To model inclusive behaviours to all members and the swimming community.
- To share inclusion success stories with parents and professionals.
- To include the needs of SWD in all risk assessments undertaken.

Created May 2010

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Approved by Committee – May 2010

For review – May 2013

- To maintain achievement at training and in competition with challenging and stimulating activities for all swimmers.

### **3. RESPONSIBILITIES**

#### **Committee**

It is the responsibility of the Club Committee to ensure that the implementation of this policy and procedures is undertaken, that the adherence to the policy is regularly monitored and the policy and procedures are regularly reviewed.

#### **Club Membership**

It is the responsibility of all club members to adhere to this policy and procedures and to inform the committee if any apparent breaches of the committee are made.

### **4. POLICY**

#### **4.1 General Information**

The Onkaparinga Swimming Club believes that if a service is offered to all members, it must be accessible to all members. Access should not be denied based on disability or any characteristic alone. People with disabilities have a right to attend the same clubs as their friends, neighbours and family members. Everyone has a right to be afforded equal opportunities. SWD have a right, to pursue the least restrictive environment with supports and services to successfully achieve individual goals.

#### **4.2 Facilities**

The Club operates its training from two venues and recognises that there is a need to operate safely, in and around the venues, whilst all club activities are occurring. The two venues are the Adelaide Hills Swimming Centre and the Pool at the Army Barracks at Inverbrackie. Maintaining safety concerns does not only apply to Swimmers with a Disability but for all swimmers and family members at all sessions.

**The Adelaide Hills Swimming Centre** has good disability access at the entry point to the facility and has good accessibility to all areas of the grounds and bathrooms for a Swimmer with a Disability (SWD). There is one disability specific toilet and changing area off the entrance lobby. There is no ramp or lifting device in the pool. Areas around pool are paved or have concrete pathways, there are level and there are no steps preventing access. The grounds are meticulously maintained and most surfaces are well drained and non slip.

**The Army Pool** has good access and arrangements have been made with our SWD to use side pool access to eliminate stairs and the step at the front entrance of the facility. There is no separate toilet at this facility for people with a disability, however there is adequate room in the male change rooms and toilet with reasonable access into this change room. The women's change room and toilet have limited access and additional modifications and support would be required to accommodate a female swimmer with a disability. The pool deck is fully tiled and at times can become a little slippery which means extra attention must be directed to ensure that the needs of a SWD are met entering and leaving the pool. Wet floor signs are placed out when floors are wet.

### **4.3 Staffing and Training**

Three Coaches have Australian Coaches and Teachers Association (ASCTA) Professional Indemnity Insurance and qualifications. The Head Coach has specific qualifications in the management of Swimmers with a Disability and Occupational Health and Workplace Safety qualifications. The club will ensure that present and future coaches have opportunities to further develop skills and are familiar with the specific needs of members with a disability. A coach with Bronze level Coaches certification will always be present at all sessions.

### **4.4 Competition**

The Onkaparinga Swimming club welcomes participation and has completed classification applications to Swimming Australia when requested. SWD events are integrated into the general programs with combined SWD and non-SWD events. The club will ensure that there are opportunities for participation of SWD at club time trials, open carnivals, multi classification races in Adelaide and at swimming SA meets. The club schedules an event in the Club's Open Carnival each year.

### **4.4 Club Activities**

Planning for inclusion for all members to attend activities is a high priority with committee and coaches when scheduling dates for all activities. Currently all planning includes risk assessments to meet the needs for inclusion.

### **4.6 Education of Swimmers**

Swimmers attending sessions where SWD are integrated into the mainstream sessions are briefed prior to the start of the sessions in relation to the needs of SWD. SWD are also provided with support and education in relation to swimming alongside of swimmers without a disability.

### **4.7 Privacy and Confidentiality**

Medical information is treated in confidence, however the nature and impact of some disabilities may be discussed when relevant and required.

## **5. REVIEW OF POLICY**

This policy will be reviewed by the Club Committee at least every three years.