

Disability Policy Statement

Swindon Dolphin ASC recognises the need to promote disability equality.

"Coach the Ability Not the Disability"

Aims

- To identify and remove any barriers which may exist for people with a disability
- To ensure that everyone can access as fully as possible all the opportunities provided by Swindon Dolphin ASC.
- To promote awareness within the club on disability issues.
- To provide training opportunities for swimmers with a disability.
- To increase knowledge of disability swimming.

We are aware of and recognise the ASA classification guide for disabled swimmers.

As a result of the Equality Act 2010 all providers (including sport) have to take "Reasonable steps to remove, alter or provide reasonable means of avoiding physical features that make it impossible or unreasonably difficult for disabled people to use a service, or will need to offer the service by alternative means" The Equality Act 2010 makes it unlawful to discriminate against disabled people.

In the Act, a person has a disability if:

- they have a physical or mental impairment .
- the impairment has a substantial and long-term adverse effect on their ability to perform normal day-to-day activities.

For the purposes of the Act, these words have the following meanings:

- 'substantial' means more than minor or trivial
- 'long-term' means that the effect of the impairment has lasted or is likely to last for at least twelve months (there are special rules covering recurring or fluctuating conditions)
- 'normal day-to-day activities' include everyday things like eating, washing, walking and going shopping.

People who have had a disability in the past that meets this definition are also protected by the Act.

Discrimination against disabled staff, swimmers or volunteers can be of two ways:

- Treating them less favourably than others.
- Failing to make a reasonable adjustment when they are placed at a "substantial disadvantage compared with other people for a reason relating to their disability."

A reasonable adjustment would be any action that helps to alleviate a substantial disadvantage. At Swindon Dolphin ASC this may include:

- Providing additional support.
- Adapting training sessions.
- Seeking to support disabled swimmers e.g. make link with other clubs.
- Work within the context of the Long Term Athlete Development programme.
- Altering the physical environment and working with facility providers and pool operators to do so.

By adopting the policy Swindon Dolphin ASC recognises its responsibility to ensure that disabled staff, coaches, swimmers, and volunteers are treated equally and fairly.