



Nunawading Swimming Club Inclusion Policy

Aims and objectives

Nunawading Swimming Club aims to give all members of the community every opportunity to achieve their swimming potential, irrespective of ethnicity, age, disability, gender or background.

Nunawading Swimming Club aims to be an inclusive swimming club and actively seeks to remove the barriers to learning and participation that can hinder or exclude individuals from participating in the sport of swimming.

As a leading edge Swimming Club, we aim to raise awareness by providing a culture where inclusion is embraced by all members of the club, and programs and pathways are provided for all swimmers, irrespective of who they are.

Strategic plan alignment

Nunawading Swimming Club's inclusion policy is aligned with the clubs operational strategic plans at all levels and addresses the following points

Membership

- **Aim:** Retain an optimal number of members that enables the club to service all members
- **Strategy:** Establish processes and programs to retain swimmers through all levels
- **Strategy:** Implement a comprehensive swimmer support and welfare program

Performance

- **Aim:** Establish Nunawading Swimming Club as a centre of high performance swimming
- **Strategy:** Optimise the swimming performance of all individuals within the club

Squad Programs/Competition Pathways

Nunawading Swimming Club has an established link from learn to swim programs through to squad swimming and high performance training, available for all people in the community.

The club is open and accepting to all swimmers within our club and to external people approaching the club looking to become members. Training is provided through the Just Swimming Swim School and Nunawading Swimming Club for all members of the community regardless of ability, age or background.

NUNAWADING SWIMMING CLUB INCORPORATED

REGISTERED No. A9052 | ABN 64 503 868 598

Address: **Fraser Place, Forest Hill, Victoria 3131** Telephone: **03 9878 7055** Facsimile: **03 9894 3832**

Web: www.nunawadingswimmingclub.com

As part of the clubs strategic plans, Nunawading Swimming Club has established processes and programs to retain swimmers through all levels. The club is also focused on implementing a comprehensive swimmer support and welfare program available to all members of the club.

High Performance

Nunawading Swimming Club provides a support program for swimmers with a disability performing at an elite level.

This support includes

- Access to development programs through Swimming Australia and Swimming Victoria to assist swimmers with their continued development in high performance swimming
- Leadership and training overseen by an Australian Paralympic coach
- Trophy awarded to the SWD swimmer of the year at the Club's annual presentation evening

Facilities

Nunawading Swimming Club provides facilities that are accessible for all swimmers within the club. These include accessible parking, wheelchair access to pool and facilities, accessible change rooms and facilities, slip resistant floor and ground surfaces and ramps to all levels.

Staff at all facilities are available to assist swimmers with a disability as required.

Communication

Nunawading Swimming Club has information readily available for members and potential members about services and access to the club.

Welcome/orientation sessions are run regularly for all new members to ensure they receive all the assistance they need.

Communication from the club is visible and easy to read for all members, and social activities organised by the club are open to all members, including those with a disability and their carers.

Goals

To provide a swimming program that promotes access and inclusion and provides opportunities for participation for all members of the community.

By doing this Nunawading Swimming Club aims to build a sustainable and prosperous future for the club, while building a stronger sport for all Victorians.

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