

## **EQUITABLE ACCESS POLICY**

### **1. Purpose**

A Splash of Colour Swimming Inc. is committed to providing fair, culturally safe and practical access to swimming and water safety opportunities for adults from culturally and linguistically diverse communities.

The purpose of this policy is to ensure that access to our programs is equitable, transparent and responsive to the barriers that may prevent CALD adults from participating in swimming, water safety education and aquatic environments.

### **2. Scope**

This policy applies to all A Splash of Colour Swimming programs, activities, events and related services.

It applies to participants, staff, volunteers, contractors, instructors, pool partners and any other stakeholders involved in program delivery.

A Splash of Colour Swimming primarily supports CALD adults. Some programs may be designed for specific cohorts, including women-only, men-only or mixed groups, where this is appropriate due to cultural safety, participant need, funding requirements, program design, safeguarding considerations or lawful exemptions.

### **3. Policy Principles**

A Splash of Colour Swimming is guided by the following principles:

- equitable access;
- cultural safety;
- dignity and respect;
- transparency;
- trauma-informed practice;
- inclusion and belonging;
- practical barrier reduction;
- community accountability; and
- continuous improvement.

#### **4. Inclusive Program Design**

A Splash of Colour Swimming will design and deliver programs that are inclusive, culturally responsive and accessible to CALD adults of different ages, abilities, swimming levels, cultural backgrounds and life experiences.

Where possible, programming will consider:

- gender-specific classes;
- mixed classes where appropriate;
- beginner, learner and intermediate pathways;
- regional and urban delivery locations;
- participant readiness and confidence;
- modesty, privacy and body image concerns;
- fear, shame or anxiety connected to water;
- transport and childcare barriers;
- language and communication needs; and
- flexible communication before and during the program.

#### **5. Fair Access and Waitlist Management**

A Splash of Colour Swimming recognises that demand for programs may exceed available places.

Where there are more eligible participants than available places, access will be managed through a fair and transparent process. Priority may be given based on:

- program eligibility;
- location and available program sites;
- funding requirements;
- swimming ability and safety needs;
- previous access to swimming lessons;
- level of need or barrier to participation;
- readiness to participate;
- participant availability;
- gender-specific program requirements; and
- capacity of pool partners and instructors.

Joining a waitlist does not guarantee a place in a program.

A Splash of Colour Swimming will aim to communicate clearly with participants about waitlists, program availability, eligibility and next steps.

## **6. Financial Access**

A Splash of Colour Swimming will seek to minimise financial barriers to participation.

Where funding allows, this may include:

- subsidised program fees;
- fee waivers;
- scholarships;
- payment flexibility;
- funded equipment or swimwear support; and
- referral to funded program streams.

Financial assistance is subject to available funding and cannot be guaranteed for every participant or every program.

A Splash of Colour Swimming will continue to seek grants, sponsorships, partnerships and donations to reduce cost barriers for participants.

## **7. Transport and Location Access**

A Splash of Colour Swimming recognises that transport can be a significant barrier, particularly for participants in regional areas, outer suburbs or communities with limited public transport.

Where practical and subject to funding, the organisation may support access through:

- selecting accessible pool locations;
- considering proximity to public transport;
- providing clear travel information;

Transport support is subject to funding, availability and local delivery conditions.

## **8. Language and Communication Access**

A Splash of Colour Swimming will aim to communicate in ways that are clear, respectful and accessible.

Where practical, this may include:

- plain English communication;
- translated information;
- interpreter support where available;
- multilingual community outreach;
- visual information;
- verbal explanations; and

- culturally appropriate communication through trusted community channels.

The organisation will prioritise clear communication before participants enter the pool environment so they understand what to expect, what to bring, what will happen and who to contact for support.

## **9. Cultural Safety and Trauma-Informed Access**

A Splash of Colour Swimming recognises that swimming can be emotionally complex for many adults.

Participants may bring experiences of fear, shame, trauma, exclusion, body image concerns, cultural judgement, religious or modesty needs, or previous negative experiences in aquatic environments.

## **10. Access for Participants with Disability, Health Conditions or Additional Support Needs**

A Splash of Colour Swimming will consider reasonable adjustments for participants who identify disability, health conditions, mobility limitations, mental health concerns or other support needs.

Adjustments will be considered in consultation with the participant, pool partner and instructors, and will be subject to:

- participant safety;
- instructor capacity;
- pool facility suitability;
- program design;
- available supports;
- duty of care; and
- the nature of the participant's needs.

Where A Splash of Colour Swimming cannot safely or appropriately meet a participant's needs within a particular program, the organisation will aim to communicate this respectfully and, where possible, suggest alternative options.

## **11. Community Outreach and Engagement**

A Splash of Colour Swimming will work with community partners, local organisations, multicultural services, settlement services, councils, health services, education providers, faith-based groups and grassroots networks to reach CALD adults who may otherwise be excluded from swimming and water safety opportunities.

Outreach will aim to build trust, increase awareness, reduce fear and support community-led participation.

## **12. Participant Responsibilities**

Participants have a role in supporting equitable access.

Participants are expected to:

- provide accurate information during registration;
- advise the organisation of relevant access needs or safety concerns;
- attend scheduled sessions where possible;
- notify the organisation if they cannot attend;
- respect attendance requirements;
- follow pool safety rules;
- treat staff, instructors, volunteers, pool partners and other participants with respect; and
- support a safe and welcoming environment for others.

Where a participant is unable to continue, they are encouraged to notify the organisation so the place may be offered to another person where appropriate.

## **13. Monitoring, Evaluation and Continuous Improvement**

A Splash of Colour Swimming will monitor and review access barriers and participation patterns to improve program equity.

## **14. Review**

This policy will be reviewed annually by the Board or delegated leadership team, or earlier if required due to changes in legislation, funding obligations, program delivery, participant needs or organisational risk.

**Effective date:** 16 June 2026

**Review date:** 16 June 2027

**Approved by:** Board of Directors, A Splash of Colour Swimming

## INCLUSION AND DIVERSITY POLICY

### Introduction

A Splash of Colour Swimming Incorporated is dedicated to fostering an inclusive and diverse environment where individuals from Culturally and Linguistically Diverse (CALD) backgrounds feel valued, respected, and empowered. We believe that our commitment to inclusion and diversity enriches our community and enhances our ability to deliver high-quality swimming education.

### Purpose

The purpose of this policy is to outline our commitment to inclusion and diversity and to provide a framework for promoting an equitable environment for all participants, staff, volunteers, and stakeholders.

### Scope

This policy applies to all aspects of A Splash of Colour Swimming Incorporated's operations, including but not limited to:

- Recruitment, hiring, and employment practices
- Program development and delivery
- Interactions with participants, volunteers, staff, and stakeholders
- Communication and marketing strategies
- Community engagement and partnerships

### Definitions

- **Inclusion:** Creating an environment where everyone feels welcomed, respected, and valued, and where everyone has equal access to opportunities and resources.
- **Diversity:** Recognising, respecting, and valuing differences among individuals, including but not limited to race, ethnicity, language, culture, gender, sexual orientation, disability, and age.
- **CALD:** Culturally and Linguistically Diverse; referring to individuals and communities with diverse cultural backgrounds and languages.

### Principles

1. **Respect and Dignity:** We respect the dignity, diversity, and individuality of all people. We strive to create a safe and supportive environment for everyone.
2. **Accessibility:** We are committed to making our programs accessible to all, including providing language support and accommodating different learning needs.
3. **Cultural Competence:** We promote cultural competence among our staff and volunteers through training and ongoing education, ensuring they have the skills to effectively interact with and support individuals from diverse backgrounds.
4. **Community Engagement:** We actively engage with CALD communities to understand their needs and to develop programs that are relevant and responsive to their unique contexts.

## Implementation

1. **Leadership Commitment:** Our leadership team is committed to upholding and promoting the principles of inclusion and diversity. They will ensure that these values are integrated into all aspects of the organisation's operations.
2. **Training and Development:** We provide regular training for staff and volunteers on inclusion and diversity, including cultural competence and anti-discrimination practices.
3. **Inclusive Practices:** We implement inclusive practices in our recruitment, program development, and service delivery. This includes providing materials in multiple languages and ensuring that our facilities are accessible to people with disabilities.
4. **Monitoring and Evaluation:** We regularly review our policies and practices to ensure they are effective in promoting inclusion and diversity. We seek feedback from participants, staff, and volunteers to continuously improve our approach.
5. **Reporting and Accountability:** We encourage the reporting of any incidents of discrimination or exclusion. All reports will be taken seriously, investigated promptly, and addressed appropriately.

## Conclusion

A Splash of Colour Swimming Incorporated is committed to creating an inclusive and diverse environment where everyone has the opportunity to learn, grow, and succeed. We believe that our dedication to these values strengthens our community and enhances our ability to deliver impactful swimming education to CALD individuals.

This policy will be reviewed annually to ensure it remains relevant and effective in promoting inclusion and diversity.

## Contact

For any questions or feedback regarding this policy, please contact us via the Contact Us section on our website – [splashofcolourswimming.com.au](https://splashofcolourswimming.com.au)

## **PRIVACY POLICY**

1. ASOC is committed to the protection of participants' privacy and personal information. Your privacy is protected under the [Privacy and Personal Information Protection Act 1998](#). [Personal information](#) may only be disclosed in accordance with the exemptions provided under the Act.
2. ASOC will only use the personal details you voluntarily provide us for administration purposes related to the facility or service for which it is provided and to communicate information to you regarding any of ASOC's, services or promotions that are deemed appropriate to your interests and needs.
3. Any personal information that you voluntarily provide to ASOC will be held in a secure data base. You have the right to access and correct the information.
4. ASOC will not make your personal information available to any third party unless it is necessary as part of the provision ASOC's program.

### **Contact**

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