

EQUITABLE ACCESS POLICY

A Splash of Colour Swimming Incorporated is committed to promoting equitable access to swimming opportunities for women from diverse backgrounds and communities, including those residing in regional and urban areas. This policy outlines the program's commitment to removing barriers and ensuring equal access to participation, resources, and support services for all CALD women.

Policy Statements:

1. Inclusive Program Design:

- The program will design and deliver swimming activities, sessions, and events that are inclusive and accessible to CALD women of all ages, abilities, and backgrounds, regardless of their geographical location or socio-economic status.
- Programming will be tailored to meet the diverse needs, preferences, and interests of participants from both regional and urban areas, offering a variety of session times, locations, and formats to accommodate different schedules and transportation needs.

2. Geographical Reach:

- The program will strive to reach CALD women residing in both regional and urban areas, recognising the unique challenges and opportunities associated with each setting.
- Efforts will be made to establish program sites and partnerships in underserved or marginalized communities, including rural and remote areas, to ensure that CALD women have equitable access to swimming facilities and resources.

3. Transportation Support:

- Transportation barriers will be addressed by providing assistance, subsidies, or arrangements for participants from regional areas who may face challenges accessing program sites due to distance or lack of transportation options.
- Shuttle services, carpools, or public transportation options may be coordinated to facilitate travel to and from program locations for CALD women living in rural or remote areas.

4. Financial Assistance:

- Financial barriers to participation will be minimised by offering fee waivers, discounts, or scholarships for CALD women who may experience financial hardship or constraints.
- Fundraising efforts, grants, and sponsorships will be pursued to support the provision of financial assistance and ensure that cost is not a barrier to participation for any participant, regardless of their location.

5. Language Access Services:

- Language barriers will be addressed by providing interpretation, translation, and multilingual resources to facilitate communication and engagement for CALD women with limited English proficiency.
- Program materials, instructions, and signage will be available in multiple languages commonly spoken by participants, ensuring that information is accessible and comprehensible to all.

6. Community Outreach and Engagement:

- Outreach efforts will be conducted to engage CALD women and community stakeholders in both regional and urban areas, raising awareness of the program and its benefits and promoting participation and involvement.
- Community partnerships, collaborations, and grassroots initiatives will be leveraged to connect with diverse communities, build trust, and foster community ownership and support for the program.

7. Evaluation and Continuous Improvement:

- The program will conduct ongoing evaluation and assessment of its efforts to promote equitable access, collecting feedback and input from participants, staff, volunteers, and stakeholders.
- Data and insights gathered through evaluation activities will be used to identify areas for improvement, refine strategies, and enhance the program's effectiveness in ensuring equitable access for CALD women in both regional and urban areas.

Effective Date: This Equitable Access Policy is effective upon its adoption by program leadership and remains in effect until modified or revoked. Updates or revisions to the policy will be communicated to all stakeholders in a timely manner.

Acknowledgment: By participating in the A Splash of Colour Swimming Incorporated program and any associated activities, all stakeholders acknowledge their commitment to promoting equitable access and inclusion for CALD women in both regional and urban areas, in alignment with the principles and objectives outlined in this policy.

This Equitable Access Policy ensures that the A Splash of Colour Swimming Incorporated prioritises accessibility, diversity, and inclusion, striving to remove barriers and create opportunities for participation and engagement among CALD women from diverse geographical backgrounds and communities.

Review Date – 26 April 2025

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