Wiltshire – Diversity and Inclusion Action Plan (DIAP)

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| **In 2023 Swim England released it’s 10-year strategy, ‘Access Aquatics’, with the following Mission:** **Improve the health and success of the nation by enabling access to aquatics for all.** Swim England will champion our sports and work with and empower our partners to tackle inequalities and remove the barriers to participation currently experienced by people and communities. As a county, you have the opportunity to contribute to this Mission and reap the rewards in doing so. Having an action plan in place to address equality, diversity and inclusion could mean an increase in the proportion of under-represented groups in both participation and the workforce.

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| *Wiltshire County Objective*  |
| Actions  | **Action Required** | **Lead Person** | **Completion Date** | **Review Date** |
| Ensure all competitors can fully participate in any County event they qualify for. | Examine requirements for allowing athletes to compete. Make arrangements at each venue used by the County to allow these needs to be met and to be included within meet documentation. | EDIO officer in conjution with Events Team and CDPP | September 2024 | March 2024 |
| Appoint Equality, Diversity and Inclusion Officer (EDIO) to control the DIA across the County. | Recruit a EDIO Officer. Set objectives and terms of reference. | County Chair/Secretary | June 2024 | March 2024 |
| Equality, Diversity and Inclusion to be discussed at all County Management Meetings and County Sub Committee meetings. | All meetings to have separate item on agenda forEquality, Diversion & Inclusion Agenda item will focus on progress of this plan and any other EDI-related matters | County Officers,EDIO & Sub Committee Secretaries | January 2024 | On-going |
| Engage with all Clubs make them aware of their responsibilities and to understand their needs in relation to Equality, Diversion & Inclusion (their DIAPs). Make sure clubs and county are working to achieve the same objectives | Support the actions of affiliated clubs in achieving their DIAPs. Look at combining efforts if clubs have similar objectives. Ensure Clubs and County are working towards the same objectives. | County Officers &EDIO | June 2024 | March 2024 |
| Increase understanding of the demographic of our County membership and how that compares to the general population | Promote completion of Diversity Profile data collection across all our clubs. | County Officers &EDIO | December 2024 | July 2024 |

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