



Platypus Swimming Club Equality Policy

Policy Version: 1.0

Date Approved: 17th November 2025

Next Review Due: November 2026

Approved by: Platypus Swimming Club Committee

Introduction

Platypus Swimming Club is a community-run club that provides exclusive access to Hatfield swimming pool for disabled people and their families or carers. We do not teach swimming. Instead, we provide a safe, welcoming space for free swimming, play, sensory enjoyment, and relaxed recreation in the water. We are dedicated to creating an inclusive, non-discriminatory environment where everyone is treated with respect and dignity.

This policy applies to all members and carers involved with the Club. The Club is managed by a committee of members and run entirely by volunteers.

Our Values

Platypus Swimming Club believes that:

- Everyone – especially disabled people – have the right to enjoy swimming or to explore and enjoy the water in a safe and welcoming environment.
- Differences in movement, communication, or support needs are not barriers – they are part of our community.
- Inclusion means celebrating all identities, cultures, and ways of being.

Understanding Discrimination

We take all forms of discrimination seriously. This includes:

Direct Discrimination

Unfair treatment based on a protected characteristic (e.g., disability, race, gender). Example: Not welcoming a member due to their access needs.

Indirect Discrimination

Policies or rules that unintentionally exclude or disadvantage some people. Example: Requiring everyone to follow routines that don't accommodate neurodivergent swimmers.

Harassment

Behaviour that makes someone feel unsafe, uncomfortable, or unwelcome. Example: Mocking how someone communicates, moves, or expresses joy in the water.

Victimisation

Treating someone unfairly because they raised a concern about discrimination. We will protect anyone who raises concerns in good faith.

Our Intentions

We are committed to ensuring no member, carer, or volunteer experiences discrimination based on:

- Disability or health condition
- Age
- Gender or gender identity
- Race, ethnicity, or national origin
- Religion or belief
- Sexual orientation
- Communication or access needs

We aim to:

- Celebrate diversity in all its forms
- Create a low-pressure, accessible pool environment
- Break down barriers – physical, social, or attitudinal
- Respect the right to play, move, float, splash, or relax however someone chooses as long as they and others are safe

Our Shared Responsibilities

All members and carers share responsibility to:

- Help maintain a welcoming, safe space for everyone
- Be patient and respectful of others' needs, movements, and behaviours
- Avoid assumptions about what someone "should" be doing in the pool
- Support each other with kindness – differences are expected and accepted
- Ask for help from the committee if support or adjustments are needed

If Something Goes Wrong

If you feel you or someone else has been treated unfairly, for example:

- Made to feel unwelcome or excluded
- Denied access or reasonable adjustment
- Treated unfairly due to support needs or identity

You can raise it with a committee member.

We will:

- Take the concern seriously
- Investigate fairly and confidentially
- Work toward a respectful and inclusive solution
- Involve the person (or their carer/advocate) in finding a way forward

Sharing This Policy

- This policy will be shared with all members and carers when joining or renewing membership
- It is available via the club website, email, and printed form
- Key messages will also be shared through visual reminders and member communications

Legal Framework

This policy is informed by:

- Equality Act 2010

Review and Feedback

- This policy will be reviewed by the committee every two years, or earlier if needed
- Feedback is always welcome and helps us improve
- We will continue to monitor accessibility and inclusion