

Swimming WA Incorporated

Inclusion Policy

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1. Policy Overview and Purpose

Swimming WA (SWA) aims to encourage and develop welcoming swimming environments, growing a more inclusive and diverse membership base that truly represents the Western Australian community.

This Inclusion Policy aims to support SWA in working collaboratively to create a sport that is accessible and welcoming to all people and allow the swimming community to become a leader in inclusive practice across sports in Australia.

SWA is committed to ensuring that the principles in this policy are implemented to reflect inclusive practices across all areas of the sport.

2. Scope

This policy applies to all people involved with the sport of swimming in WA. It aims to encourage and support inclusive environments for participants, volunteers, staff, and officials.

3. Definition

Intentional and proactive behaviours, options and actions to make people from all backgrounds, ages, and abilities feel welcome and respected and gain a sense of belonging.

4. Background

SWA aims to promote a welcoming, safe, and inclusive culture for all people involved in the sport of swimming, regardless of gender, sexuality, ability, socioeconomic status, or cultural or religious background.

SWA aims to increase the participation of Western Australia's diverse population by implementing inclusive practices that make environments fair, safe, and inclusive for all.

To achieve this, SWA recognises that, in some instances, unequal distribution of effort and resources may be required to alleviate barriers to participation.

5. Inclusive Practices

To create an inclusive and welcoming swimming environment for all, SWA will refer to and consider the following when planning, developing and implementing services and events:

- Five Dimensions of Inclusion
- Inclusion Pyramid
- Inclusion Spectrum

By referring to these theories SWA can ensure aspects of the sport are, or are leading towards being, inclusive of all.

6. Confidentiality and Reporting

Breaches of this policy must be reported to SWA Management within 14 days of any occurrence. Breaches of this policy must be kept confidential, and disclosure to any third party beyond SWA Management is not permitted.

7. Related Documents

Related SWA documents include the following:

- SWA Constitution
- Swimming Australia Member Protection Policy

8. Version Control

Version	Issue Date	Approved By	Approval Date	Review Date
1.0	2019	CEO	2019	
2.0	May 2024			2026