



POLICY HANDBOOK (Extract)

Inclusion Policy

Objective

Breakers Swim Club (Breakers) aims to give all members of the community every opportunity to achieve their swimming potential, irrespective of ethnicity, age, disability, gender or background.

The club aims to be an inclusive swimming club and actively seeks to remove the barriers to learning and participation that can hinder or exclude individuals from participating in the sport of swimming.

The Club aims to raise awareness by providing a culture where inclusion is embraced by all members of the club, and programs and pathways are provided for all athletes irrespective of who they are.

Policy Principles

This document has been developed using the following principles and guidelines:

- A sense of fairness, responsibility and accountability
- Breakers By laws.
- Squad Programs and Competition Pathways
- Programs and competition pathways

Breakers has an established link from the Craigie Leisure Centre (CLC) learn to swim programs through to the SWA Swim Program (SWASP) (including Swim Fit) and high-performance training, available for all people in the community.

The club is open and accepting to all athletes within the club and to external people approaching the club looking to become members. Squad training is provided to swimmers through SWASP and Breakers. All swimming training is conducted at CLC and programs have been developed for all members of the community regardless of ability, age or background.

As part of the Breakers strategic plan, Breakers has promoted processes and programs to retain athletes through all levels. The coaching team can understand the goals of the athlete and therefore work to develop a program that is suitable to support the goals of all athletes including those who are multi-class.

Swim Fit

Breakers has an established link and welcomes membership of the SWASP Swim Fit program members. This program caters primarily for Triathletes, Surf Life Saving and Open Water athletes.

High Performance

Breakers can provide support and encouragement for athletes with a disability performing at a competitive and elite level.

This support includes:

- access to development programs through SAL and SWA to assist athletes with their continued development in high performance swimming



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- training overseen by the Breakers Head Coach
- working with the various members of the coaching staff to assist with professional development to accommodate athletes with special needs as required
- trophy awarded to the Multi Class athlete of the year at the Clubs annual presentation evening
- Multi Class qualified club officials and referees available for club swims and time trials.

Facilities

CLC provides facilities that are accessible for all athletes within the club. These include accessible parking, wheelchair access to the pool and facilities, accessible change rooms and facilities, slip resistant floor and ground surfaces and ramps to all levels.

CLC staff are available to assist athletes with a disability as required.

Communication for new members

Breakers has information and new member packs readily available for members and potential members about services and access to the club.

General communication

Communication from the club is visible and easy to read for all members, and social activities organised by the club are open to all members, including those with a disability and their carers.

Goals

To provide a swimming environment that promotes access and inclusion and provides opportunities for participation for all members of the community. By doing this Breakers aims to build a sustainable and prosperous future for the club, while building a stronger sport for all West Australians.