



DAVENTRY DOLPHINS DISABILITY POLICY STATEMENT

Daventry Dolphins Swimming Club recognises the need to promote disability equality.

'COACH THE ABILITY NOT THE DISABILITY'

AIMS

- To identify and remove any barriers which may exist for people with a disability**
- To ensure that everyone can access as fully as possible all the opportunities provided by Daventry Dolphins Swimming Club.
- To promote awareness within the club on disability issues.
- To provide training opportunities for swimmers with a disability*.
- To increase knowledge of disability swimming.

We are aware of the ASA classification guide for disabled swimmers.

As a result of the DDA (Disability Discrimination Act) all providers (including sport) have to take 'reasonable steps to remove, alter or provide reasonable means of avoiding physical features that make it impossible or unreasonably difficult for disabled people to use a service, or will need to offer the service by alternative means'

The DDA makes it unlawful to discriminate against disabled people. The Act uses a wide definition of a disabled person as having; 'a physical or mental impairment which has a substantial and long term adverse effect on their ability to carry out normal day to day duties.'

Discrimination against disabled staff, swimmers or volunteers can be of two ways:

- Treating them less favourably than others.
- Failing to make a reasonable adjustment when they are placed at a 'substantial disadvantage compared with other people for a reason relating to their disability.

A reasonable adjustment would be any action that helps to alleviate a substantial disadvantage.

At Daventry Dolphins Swimming Club this may include:

- Providing additional support.
- Adapting training sessions.
- Seeking to support disabled swimmers e.g. make link with other clubs.***
- Work within the context of the Long Term Athlete Development programme.
- Altering the physical environment and working with facility providers and pool operators to do so.

By adopting the policy Daventry Dolphins Swimming Club recognises its responsibility to ensure that disabled staff, coaches, swimmers, and volunteers are treated equally and fairly.

*Daventry Dolphins Swimming Club staff attended the course 'How to Coach disabled people in Sport' in January 2009. On this course, they learnt practical tips such as:

- How coaching can be modified or adapted to suit the need of the disabled performer.
- Safety issues
- How the environment can be adapted to include a disabled person
- Coaching deaf or hearing impaired people,
- Coaching people who have difficulties with speech,
- Coaching people with visual impairments,
- Coaching people with a learning disability
- Coaching people with a physical disability

Criteria for becoming a Daventry Dolphins Swimming Club member.

Daventry Dolphins Swimming Club invites swimmers of all abilities to take part in a trial session to see if the swimmer meets the criteria as set out in the trials template. If a swimmer, irrespective of disability does not meet the required standard the swimmer is informed and offered advice as to what the next course of action the swimmer should take.

For example: ** If the Daventry Dolphins Swimming Club felt that it could not support the disabled swimmer within its main stream squad system, that swimmer would be advised to make a link with another Club that did provide full support. In the case of the Daventry Dolphins Swimming Club, the link club is Northampton Swimming Club who has a Specific Disability Squad.

*** The Daventry Dolphins Swimming Club home page on its website has an external link to Northampton Swimming Club on the right hand side. [Click on the NSC link which brings up the NSC home page / click link 'Squad structure'](#) It states DISABILITY SQUAD "Learn to swim and competitive swimming squad for people with disabilities"

Daventry Dolphins Swimming Club gratefully acknowledges the assistance provided by Wellingborough Amateur Swimming Club in the production of this document.

March 2009