


Club Equality, Diversity, and Inclusion Development Plan

Key Goals:	Objective:	Actions:	Time Frame:	Outcome:
Club volunteer/member diversity.	Recruit from a diverse range taking consideration for those who are unqualified, from a lower social economic background without the support of funding to qualify but have the attributes to be a great volunteer.	<ul style="list-style-type: none"> • Advertise roles in a broad range of publications. • Ensure a diverse range of candidates/volunteers are represented at the welcoming stage. • Source funding for those who are not qualified but wish to train and attain the credentials required. 	Quarter 1	<p>Representation of diverse members, instructors, volunteers, coaches, and committee. Giving opportunities for the next generation to progress into club roles.</p> <p>Supporting clubs with funding through their dedicated branches.</p>
Club inclusion environment.	Foster a culture that encourages collaboration, flexibility, respect, and fairness to enable all participants to contribute their potential and increase member retention.	<ul style="list-style-type: none"> • Provide inclusive leadership training for participants to support other members development, by running their own bespoke inhouse RLSS UK courses. • Establish participants to have a voice, through the support of a youth leader. 	Quarter 2	All participants have the opportunity to progress within club roles and are supported in future RLSS UK awards/qualification.
Club anti-bullying policy.	<p>Prevent all types of bullying happening in a club environment.</p> <p>For further information visit RLSS UK website:</p>	<ul style="list-style-type: none"> • Implement 'Report and Support' for all members. Display this tool (QR code) on a club forum or notice board for total transparency. • participants they have a voice and can 	Quarter 3	<p>Participate feel safe and supported when they attend the club. They know who to speak with if they have a concern.</p> <p>All participants are aware of the report and support tool</p>

	<p>RLSS UK Safeguarding Policies and Procedures Royal Life Saving Society UK (RLSS UK)</p>	<p>discuss any issues through a RLSS confidential channel.</p> <ul style="list-style-type: none"> Incident reporting has a robust supportive process in place. When passed to a Club safeguarding officer to investigate, accountability and evidence has been collected to show what was done within the timeframe. 		
<p>Sustainability and accountability</p>	<p>Identify and breakdown barriers to equip leaders with the ability to manage diversity within clubs and accountable for the result.</p>	<ul style="list-style-type: none"> Review policies regularly and keep up to date with latest legislation practices. 	<p>Quarter 4</p>	<p>Up to date policies and procedures are implemented.</p> <p>Consistent reference for new participants.</p>

We **SHEFFIELD LIFESAVING CLUB** have followed the quarterly process to compile with the club's equality, diversity and inclusion development plan.

_____ Signed

_____ Print name

_____ Date

This development plan should be signed by the designated safeguarding officer.