

No one left
out!



Promoting Inclusivity in leisure centres:

Our 5 steps approach
towards inclusivity in
leisure centres

#Swimclusive



Who we are?

- A charitable organisation with a track record of implementing inclusivity in local communities
- We have successfully included **600+ participants** in our events and we have already partnered with swimming clubs.
- Swimming like any sport should be inclusive, supported by well known partners and local communities such as the **Oxford City Council** we have what it takes to help you become inclusive!

Our partners & funders



OXFORD
CITY
COUNCIL



OXFORDSHIRE
COUNTY COUNCIL



How we help you to be more inclusive?

At Keen we work as an enabler between the swimming communities and the public to ensure that all individuals can enjoy the sport of swimming inclusively and unleash their full potential

Our research shows that under-utilised pool time could be used for inclusivity events and swimming

Early morning



Early swim before work



Local clubs training before school

Late morning – afternoon

Under utilised time & an opportunity for inclusivity

* We are also working with swimming clubs to improve inclusion at their clubs and in their teaching practises.

Evening



Local clubs training after school



Teaching after school

Becoming inclusive: A five step method.

1. Inclusive communication



Website design: Few quick wins including, testing colour scheme against inclusivity elements, and creating audible content



Content writing: Explicitly address those with disability (e.g. accessibility entrance available) - Written in a simple format



Personalised: Identify the target audience, e.g. dyslexic hearing impairment and identify the best way of communication



Continuous testing: Always test your inclusive strategy to ensure you are reaching to all individuals and adjust accordingly

Inclusive swimming is a possibility with the right strategy in place

2. Inclusive strategy

We have designed an inclusive strategy tailored to your swimming club based on research, UK coaches interviews and KEEN assessment of top Oxford pools design



Teaching: Teaching can easily be inclusive; each individual identified with a disability be supervised. Two approaches can be executed; firstly, a separate teaching pool to teach kids. Secondly, the outer lanes can be utilised for swimming teaching



Social swimming: Inclusive social swimming can be possible if lanes were divided based on speed. An advanced appointment can be booked to notify lifeguard that a person with disability is coming, then the centre to advice on best non peak hours.



Events & classes: Our 5 years research across 4 swimming pools in the UK shows that during weekdays in the afternoon period, leisure centres in the UK are under utilised. This poses with an opportunity for inclusivity events, such as aquatic zumba, pool games etc.

3. Network utilisation

Connect to the right people: Partnering with various charities including Down's syndrome Oxford, we can connect you with the right people to promote inclusivity

Resource acquisition: In order to ensure maximum safety measures, sometimes one to one supervision is needed. KEEN can help provide volunteers during inclusivity sessions

4. Leadership & responsibilities

Allowing inclusive culture in taking leadership and responsibilities foster an open culture with equality within our community. With high unemployment rate for those with disability, we have designed Innovative solutions so that people of determination can participate in leadership roles within our community

5. Implementation focused on making an impact

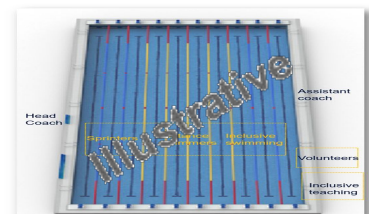
We will be leveraging KEEN proven methodologies that will help you to create the maximum impact, with minimum risk below are highlights of some of these toolkits:

INCIDENT	CONSEQUENCES	Risk level	WHO MIGHT BE STRUCK?	CONTROL MEASURES (INCLUDING TRAINING GIVEN)	FURTHER ACTION	Review Date
Athlete and volunteer become separated	Athlete may become separated from the group. This could lead to them getting lost or injured.	2	Athlete, volunteer, coordinator, parent, KEEN, public.	<ul style="list-style-type: none"> Volunteers are reminded to stay with their ADs at all times (Always included in coordinator's volunteer brief) Lost child policy is in place which gives procedure to follow in such an event. Coordinators are reminded to ensure all ADs are accounted for at all times Coordinators and sports coordinator should remain on site of sessions to run and the volunteer parent with that person should be made aware of this. 	If an issue such as this arises, make sure a firm reminder is given to volunteers at the next session.	
Athlete and volunteer become separated from the group	Volunteer may be left alone with an athlete which is against KEEN's safeguarding policy. This situation is a situation where they		Athlete, volunteer, coordinator, parent, KEEN.	<ul style="list-style-type: none"> Volunteers are reminded at the start of every session that they should never be alone with their ADs. This includes going to the toilet. As part of their first session, volunteers are made aware of KEEN's safeguarding policy, including signing a new volunteer form. 	As above	

Risk Assessment checklist tailored to your needs

	Ian	Hannah	Pollina	Matthew	Rupert
Timing	R	R	A	C	
Release			C		
Exit	A	C			I
Supervision		A		R	
Coaching	C		I		I
Timing			A	R	
Alignment	R	I		A	R
Coordination			R		A

Responsibilities and accountabilities mapping

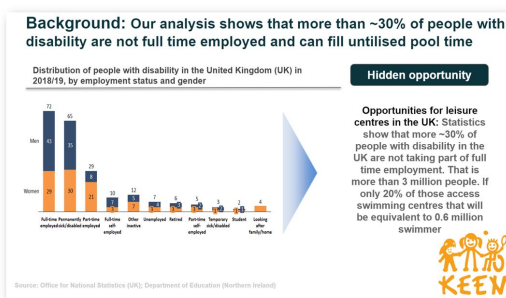


Session design based on type of pool and capacity

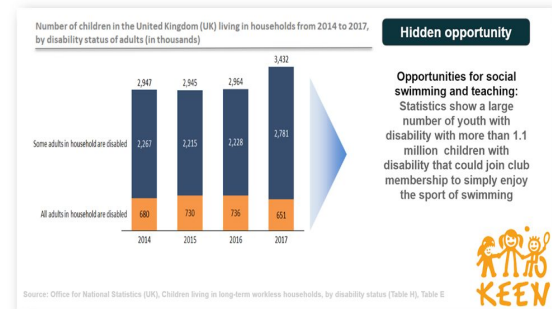
A partnership with us means you are part of a wider & diverse community

Our analysis and research

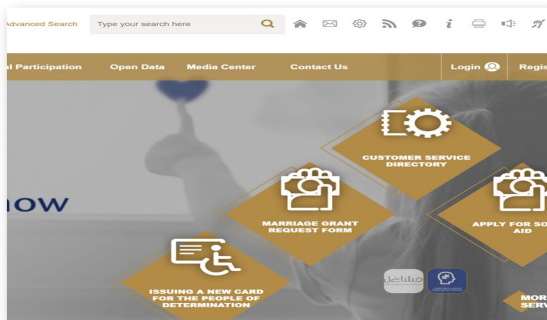
Analysis on number of employed disabled people



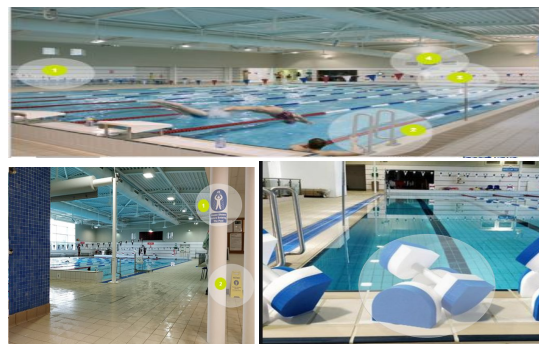
Analysis on number of disabled children in the UK



Website analysis



Swimming pools assessment



Along with a literature search and interviews with experts.

Our Offering:

How to find out more

Website: www.keenoxford.org

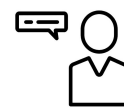
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Training & Workshops



Consultancy



Volunteering



Events planning