



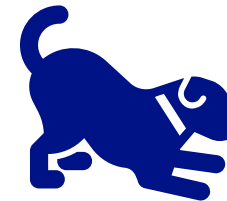
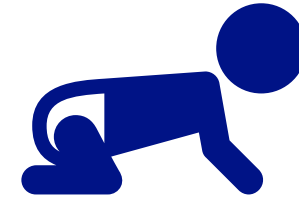
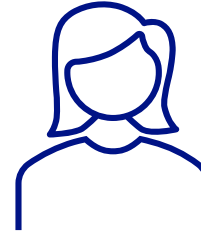
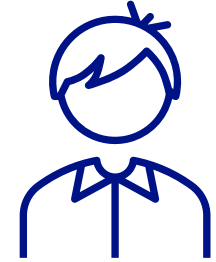
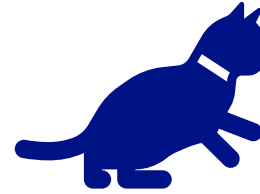
Sport in West Lothian

Session 3 – An Introduction to Equality, Diversity & Inclusion



Zoom

1. Speaker view
2. Chat
3. Reactions
4. Mute / unmute



Changing Lives Through Sport & Physical Activity partners:

Zoom

Listen and ask

Language

Be gentle

It's ok to turn the camera off

This is a space to talk in whatever words you currently know. **Don't worry about using awkward or dated terminology, we are all still learning.**

The important thing is that we explore the topic openly.

Changing Lives Through Sport & Physical Activity partners:

Timings

18.15 Welcome & Introduction

18.20 Equality, Diversity & Inclusion approach

18.30 Bathgate Amateur Swimming Club, Anne-Marie Vance

18.40 Q&A Session

18.55 Aberdeen FC Community Trust - Video

19.00 Swim-IT, Fiona Donald

19.10 Q&A Session

19.30 Inclusion Continuum

19.35 Plenary

Changing Lives Through Sport & Physical Activity partners:

Equality, Diversity & Inclusion Approach (sportscotland)

OUR VISION IS AN ACTIVE SCOTLAND WHERE EVERYONE BENEFITS FROM SPORT

OUR COMMITMENT TO INCLUSION UNDERPINS EVERYTHING WE DO

OUR PEOPLE

We create greater workforce diversity at all levels and the contributions of everyone are valued.



OUR SYSTEM

We build systems that are inclusive by design and target provision for disadvantaged groups.



NEW IDEAS

We experiment and co-design new approaches that respond to the needs of disadvantaged and excluded groups.



<https://sportscotland.org.uk/about-us/sport-for-life/>

Changing Lives Through Sport & Physical Activity partners:

sportscotland
the national agency for sport

The ROBERTSON
Trust

SPRIT OF 2012
Inspiring Scotland

The Scottish Government
Riaghaltas na h-Alba

Equality, Diversity & Inclusion Approach (WLC Active Schools and Community Sport)



WLC ACTIVE SCHOOLS AND
COMMUNITY SPORT EDI 2021-2022
PRIORITIES

CARE EXPERIENCED
YOUNG PEOPLE

DISABILITY

PHYSICAL AND MENTAL HEALTH

POVERTY AND LOW INCOME



Targeted officer support

Impact based sporting
grants

Accreditation bolt ons

SGB Inclusive Club Pilot



Intentional
change

CREATING A VISION OF INCLUSIVE ACCESS FOR ALL

WWW.ACTIVESTLOTHIAN.COM

Changing Lives Through Sport & Physical Activity partners:

sportscotland
the national agency for sport

The ROBERTSON
Trust





Bathgate Amateur Swimming club



Anne Marie Vance – Parent Volunteer and Club Fundraiser

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SPRIT OF 2012
celebrating the spirit of the games

The Scottish Government
Riaghaltas na h-Alba

Bathgate Amateur Swim Club

History

- *Bathgate ASC is a competitive swimming club with 231 active members.*
- *It was founded in 1935 and has established itself as one of the key community groups in Bathgate attracting both young and old.*
- *The club has a strong membership and is shaped, organised and managed by the local community*
- *It exists because there is a real desire to deliver high quality sporting activities that will contribute to keeping people healthier and more active.*

Changing Lives Through Sport & Physical Activity partners:

Bathgate Amateur Swim Club

Project



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Changing Lives Through Sport & Physical Activity partners:

Bathgate Amateur Swim Club

BASC were lucky enough to receive funding from WLC Sport Grant to develop a new club initiative that supported families experiencing financial difficulties as a result of COVID 19.

BASC set up a project to ensure that local children were able to continue to benefit from club membership during COVID by developing a payment plan to support those families experiencing financial challenges for a period of 12 months. This plan allowed the club to support membership fees through a staged financial plan. This reduced the financial burden of Covid-19 but also allowed the club to provide a plan that was financially sustainable for the club by a gradual return to full membership fees.

Financial Plan:

- 0 – 3 months - No fees required
- 3 – 6 months - 25%
- 6 – 9 months - 50%
- 9 - 12 months - 75%
- 12 months - full payment of fees would then be required.



Changing Lives Through Sport & Physical Activity partners:

Bathgate Amateur Swim Club

Challenges



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SPRIT OF 2012
celebrating the spirit of the games

The Scottish Government
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Bathgate Amateur Swim Club



- Various changes within SG Route Map.
- Recruiting new volunteers to act as COVID reps to allow swimming to actually take place
- 5 New families
- PVG check delays
- Pool time allocation



Changing Lives Through Sport & Physical Activity partners:

Bathgate Amateur Swim Club

Outcome

- Reduce financial stress resulting from the COVID pandemic
- Tackled West Lothian's Inequalities agenda
- Maintained physical activity during a world wide pandemic
- Reducing social isolation
- Increasing mental well-being
- Recruited 21 new volunteers

Changing Lives Through Sport & Physical Activity partners:

Q&A Session



Changing Lives Through Sport & Physical Activity partners:

One of Our Own - YouTube

Changing Lives Through Sport & Physical Activity partners:



Fiona Donald – Club Founder and Head Coach

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Inspiring the nation

The Scottish
Government
Riaghaltas na h-Alba

Swim-IT Swimming Club

“A Professional Approach to Swimming”

Formed in 2014, Based in West Lothian

Cater for ALL ages and abilities

Fully inclusive swim school and competitive club programme (pool and OW)

Newly formed disability programme

Partnerships with Active Schools, LDS, SDS, Time On Fitness

Qualified UKCC Level 3 Coaches/MSc. Sports Coaching, PT, KCR, Life Coaching

Parents Volunteer Programme

Mentor Programme

SwiMark Plus, Active Assured Accreditations

Changing Lives Through Sport & Physical Activity partners:



Q&A Session

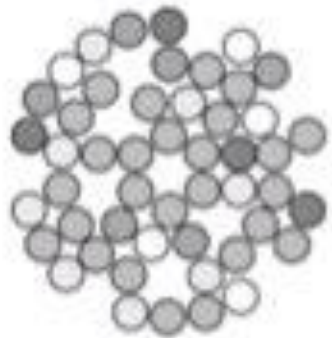


Changing Lives Through Sport & Physical Activity partners:

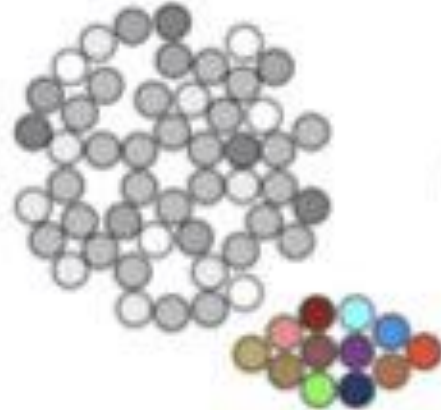
Who is included?

Changing Lives Through Sport & Physical Activity partners:

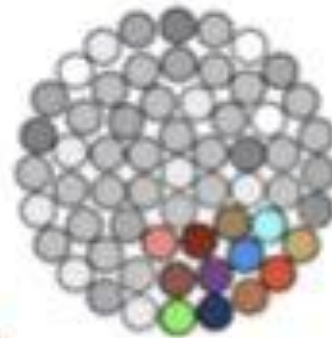
From exclusion to belonging



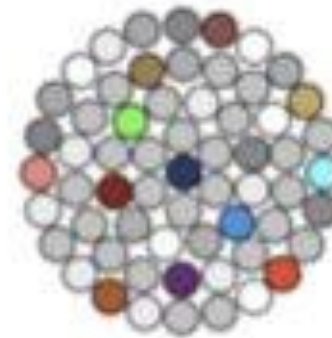
Exclusion



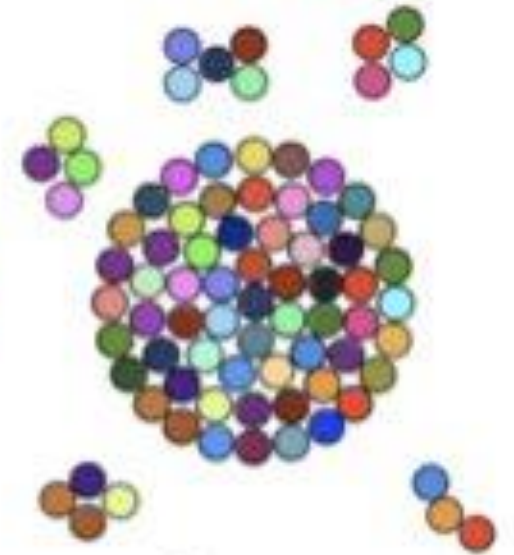
Segregation



Integration



Inclusion



Belonging

Changing Lives Through Sport & Physical Activity partners:

Community groups

People
aged 18-25

People who
live nearby

Middle to high
income
earners

People with
mental health
difficulties

Non-binary
gender

Those living in
deprivation decile 1-2
areas

People
aged 46-59

People living in
urban areas

Low-income
earners

People with a
learning disability

Girls and
young women

Those living in
deprivation decile 3-5
areas

People with
low access
to transport

Those in
further/higher
education

Men

Those living in
deprivation decile 5-
10 areas

People
aged 60+

People who are
currently active

Those not in
employment,
education or
training

LGBTQI+

People
experiencing
homelessness

People who were
previously active

Minority ethnic groups

Women

People who
are inactive

Faith based groups

Boys and
young men

People new to
Scotland

Antenatal /
postnatal women

Young people in care /
care experienced

Changing Lives Through Sport & Physical Activity partners:

Who's missing?

Are there any groups within your community missing from the previous slide? Are there any groups you would like to split into small groups?

Use the boxes below to create additional groups.

Type group name here

Type group name here

Type group name here

Type group name here

Type group name here

Type group name here

Type group name here

Type group name here

Type group name here

Type group name here

Type group name here

Type group name here

Changing Lives Through Sport & Physical Activity partners:

Who's not relevant?

Are there any groups on the previous slide which are not relevant? E.g. Your club is based in an inner-city urban area so people living in rural areas are not relevant.

'Cut' the boxes from slide 2 and 'paste' them below.

People living in
rural areas

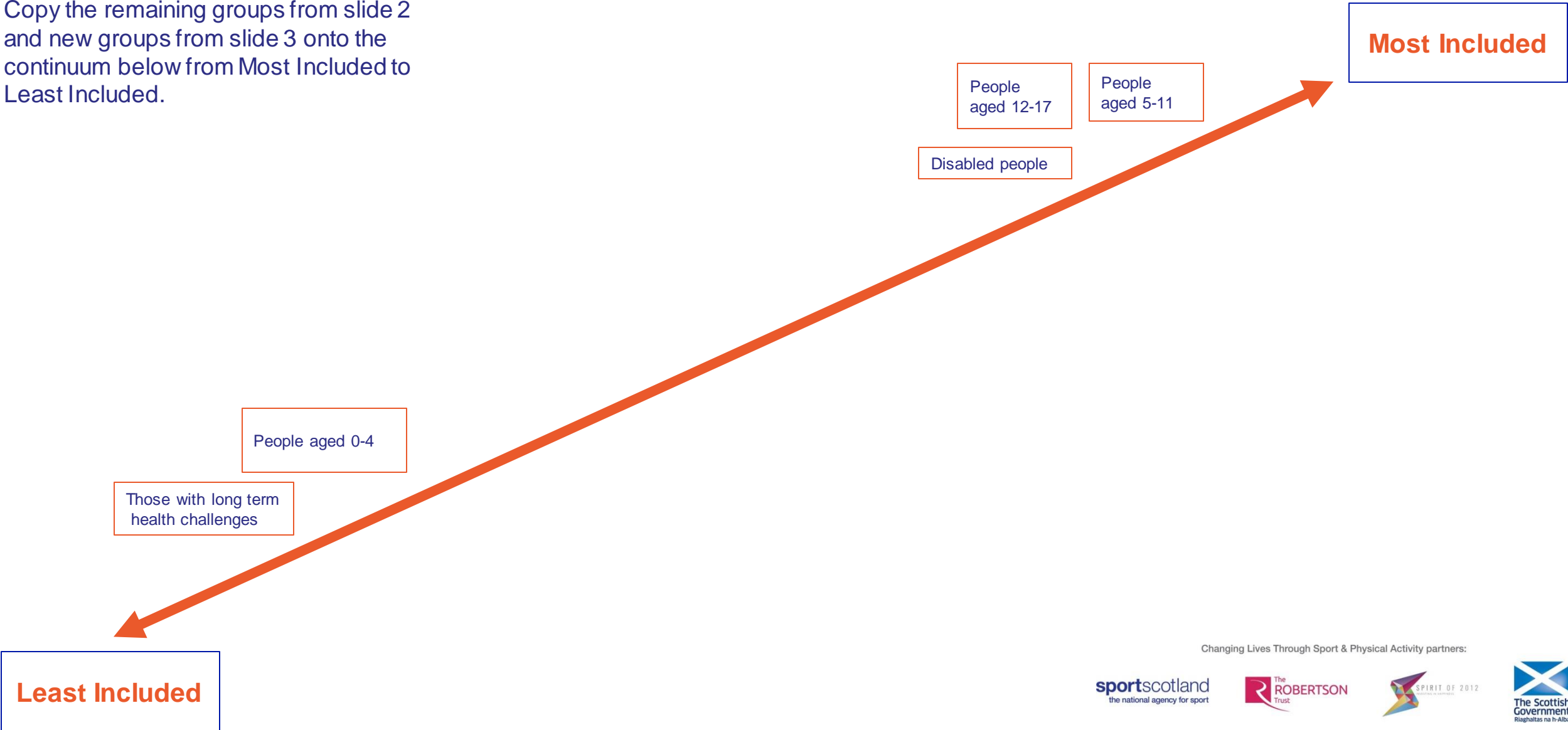
People
aged 26-35

People
aged 36-45

Changing Lives Through Sport & Physical Activity partners:

Inclusion Continuum

Copy the remaining groups from slide 2 and new groups from slide 3 onto the continuum below from Most Included to Least Included.



Changing Lives Through Sport & Physical Activity partners:



Who should be more included?

Review your continuum and target a small number of groups that you could help to be more included.

‘Copy’ the target boxes from slide 5 and
‘paste’ them below.

What actions could you take?

Action 1

Action 2

Action 3

Changing Lives Through Sport & Physical Activity partners:

Plenary

1. Inclusion is not one concept - it's a group of concepts;
2. Being welcoming is not the same as being inclusive;
3. Inclusion 'in sport' is different from inclusion 'through sport'.

Changing Lives Through Sport & Physical Activity partners: