



Inclusion and Diversity Coordinator

Role Description

OVERALL PURPOSE

This volunteer role is central to helping Leicestershire ASA promote a culture where everyone feels welcome and able to thrive in aquatic sport, particularly disabled people and individuals from underrepresented communities. The coordinator will act as a key contact between Swim England, local clubs, and members, sharing guidance, policy updates, and funding opportunities that support inclusion and accessibility at all levels.

WHAT YOU'LL BE DOING

As our Diversity, Inclusion & Accessibility Officer, you'll help ensure swimming in Leicestershire is welcoming and accessible to everyone, especially disabled people and those who might feel excluded from sport. You don't need to be an expert, just open to learning and ready to make a difference.

HERE'S WHAT THE ROLE INVOLVES:

- **Staying in the know:** Keep up to date with Swim England's inclusion policies, news, and opportunities
- **Sharing helpful info:** Pass on updates, resources, and funding opportunities to clubs in clear, simple ways
- **Being a connector:** Help swimmers, parents, and clubs find the right support or guidance when they have questions around inclusion
- **Listening with care:** While you won't deal with welfare or safeguarding concerns directly, you'll be open to learning when issues around discrimination or accessibility are raised
- **Keeping us informed:** Let the LASA Executive know what's happening across the county—what people are asking about, and what's new from Swim England
- **Championing inclusion:** Help raise awareness of the barriers disabled people and others face in swimming, and work with us to help remove them

This is a flexible and collaborative role—you'll never be on your own, and support is always available from the LASA Executive and Swim England.

WHAT WE'RE LOOKING FOR:

Essential:

- Strong written and verbal communication skills
- Good attention to detail and organisation
- Open-minded, flexible, and willing to learn
- Commitment to equity, fairness, and accessibility in sport

Desirable:

- Lived or professional experience in disability inclusion or equality work
- Experience in competitive swimming or club structures (as a swimmer, volunteer, coach, or parent)
- Understanding of the barriers facing underrepresented groups in sport

SUPPORT PROVIDED

- Ongoing training and guidance from Swim England
- Mentoring and oversight from LASA Executive Officers
- Opportunities to join national inclusion networks and events
- Access to resources and community-building initiatives across Swim England
- Development within an EDI role

This is a rewarding opportunity to make a lasting difference to aquatics in Leicestershire, by creating a more accessible, respectful and representative environment for all.