

DEVELOPING AN INCLUSION STRATEGY

A GUIDE FOR CLUBS



What is disability inclusion?

Inclusion in swimming is about providing a range of reasonable options for everyone to participate. It is not reasonable that a club can include all people with disability in all activities all of the time. However there are usually ways clubs can include most people. This can be as a participant or competitive athlete or as a coach, instructor, administrator, official, volunteer or even a club supporter. When it comes to providing opportunities in swimming for people with disability clubs should focus on finding practical ways for people with disability to participate at a level of their choice.

What is an inclusion Strategy?

An inclusion strategy is any documentation that outlines the specific actions a club will take to ensure the reasonable inclusion of people with disability. The goal of any inclusion strategy should ultimately lead to inclusion becoming part of the core operations of the club. There are a number of ways a club can do this. It could be done by incorporating items that address inclusion into the existing strategic plan. It may be by developing a policy document outlining the commitment and responsibilities towards including people with disability or through an action plan that details specific tasks the club will undertake.

What does an inclusion strategy look like?

Below is an example of what an inclusion strategy might look like. However consider the needs of your club and other planning documents that you club may already be using.

Action Areas	Action	Inputs	Relationships	Influence	Time	Outcomes	Progress
Define broad area(s) of action e.g. Access, communication, education. Any area of focus which is important to your club	Define specific task(s) to be completed.	Define what you need to achieve the task(s). E.g. funding, resources or other assistance	Who is involved in achieving this target	Who/what are you trying to affect by completing this task	Define when this task will be completed	What is the expected outcome of completing this task?	Keep tabs on your progress by regularly referring back to the strategy and noting where things are at.
Example:							
<u>Swimmers</u> Ensure my club offers opportunities for swimmers of all abilities	1. Welcome swimmers of all abilities into the club 2. Include SWD criteria in our squad and development system	Latest MCPS, current national JX and YPS standards, Club strategic and development plans	Head Coach, squad coaches, Club president, club registrar	Create opportunities and pathway for SWD swimmers in my club	Ongoing April 2011	My club is able to provide opportunities to participate at the level or their choice and ability as an integrated part of the club	Started Dec 2010 Coaches meeting Dec 2010

BEING INCLUSIVE IS SIMPLY BEST PRACTICE; JUST MAKE IT PART OF WHAT YOU DO!

What should the club strive to commit to?

The guidelines below outline what a club can commit to as part of an inclusion strategy.

Inclusion Guidelines

1. At all times and in all situations take reasonable steps to identify and eliminate unlawful direct, indirect, and systemic discrimination from structures and practices and ensure that people with disabilities are afforded reasonable opportunity to participate in all aspects of swimming.
2. All employees and volunteers shall, within their areas of responsibility, take reasonable steps to remove any barriers which exist to programs and services, and the physical, social, and virtual environment.
3. Provide reasonable assistance to prospective people with disabilities to gain access to programs and services.
4. Provide reasonable adjustments to ensure that people with disabilities can successfully participate in all aspects of swimming.
5. People with disabilities who require services or adjustments have a responsibility to provide timely and appropriate information which assists providers to fulfill their obligations.
6. At all times and in all situations take reasonable steps to identify and eliminate unlawful direct, indirect, and systemic discrimination from structures and practices and ensure that people with disabilities are afforded reasonable opportunity to participate in all aspects of swimming.
7. All employees and volunteers shall, within their areas of responsibility, take reasonable steps to remove any barriers which exist to programs and services, and the physical, social, and virtual environment.
8. Provide reasonable assistance to prospective people with disabilities to gain access to programs and services.
9. Provide reasonable adjustments to ensure that people with disabilities can successfully participate in all aspects of swimming.
10. People with disabilities who require services or adjustments have a responsibility to provide timely and appropriate information which assists providers to fulfill their obligations.
11. These guidelines should be regularly evaluated and revised to maintain relevant continuous improvement in programs, services and facilities for people with disabilities.

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What should I include in an inclusion strategy?

Before embarking on the development of an inclusion strategy you should complete the **Go Club Inclusion Checklist**. This will help you identify areas of strength and areas you could work on in terms of ensuring inclusion in your club. This will provide a great starting point for developing strategies specific to your club. Go to www.swimming.org.au and click on **Community** then click **Resources**.

Below are some things you might consider addressing when developing an inclusion strategy. The examples given may help you think about specific actions your club could employ, but remember to consider what is appropriate to your club.

1. Define what the club is about and why inclusion is important. What is the clubs vision and what is the clubs commitment to inclusion?

Example: “My club aims to be the premier club in the state offering the best opportunities for our members. My Club is committed to a philosophy of swimming for all and endeavors to incorporate strategies for inclusion of people with disability in all aspects creating opportunities for people of all abilities to participate.”

2. Define how the club will ensure the premises and facilities can be accessed by a wide range of people. Are there barriers to accessing the club?

Example: “My club will endeavor to reasonably remove barriers to accessing the club facilities by installing ramp access to all levels and ensuring the pool deck is free of potential obstacles and hazards”

3. Define how the club will ensure its community will include people with disability. Are there people with disability involved in your club community?

Example: “My Club will endeavor to seek out and make welcome people with disability to participate and become members of our club as swimmers, coaches, officials, volunteers and if required be willing to make appropriate modifications to facilitate their involvement.”

4. Define how the club will ensure its activities cater for a wide range of abilities. Are there opportunities for swimmers to participate at the level of their choice?

Example: “My Club will provide opportunities that are non-competitive and include promising swimmers with disability in our development squad”

5. Define how the club will communicate to its members and wider community. Does the way the club communicates information consider a range of needs?

Example: “My club will produce our newsletter in multiple formats (e.g. print and electronic) that is easy to read and understand. My club will seek out and communicate with local disability and community groups to make them aware of opportunities in my club”

Remember keep your tasks and goals achievable and relevant to your club.

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Relevant Swimming Australia Policies:

Swimming Australia has developed the following policies which contribute to discouraging the discrimination or exclusion of people based on disability. These and other policies can be found at www.swimming.org.au.

- Child Welfare Policy
- Member Welfare Policy
- Risk Management Policy

More Information:

Australian Human Rights Commission, Disability Rights:
http://www.hreoc.gov.au/disability_rights/

Disability Law, Australian Discrimination Act 1992:
<http://www.comlaw.gov.au/comlaw/Legislation/ActCompilation1.nsf/0/02E50FC08E783ED7CA257609000288E1?OpenDocument>

Australian Sports Commission, Disability Sport:
<http://ausport.gov.au/participating/disability>

Play by the Rules:
<http://www.playbytherules.net.au/>

Swimming Australia Ltd, Disability Inclusion:
<http://swimming.org.au/customdata/index.cfm?fuseaction=CustomItem&ItemID=23326>

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