

# INCLUSIVE SPORT & RECREATION

## A GUIDE FOR CLUBS

Produced with assistance from the Disability Services Commission  
and Princess Royal Sailing Club



# INTRODUCTION

**Inclusive sporting clubs are places where everyone feels welcome, regardless of ability, background or personal attributes. A welcoming and inclusive club is a safe and friendly club, free of discrimination, where people of all abilities are able to participate in club activities.**

A welcoming and inclusive club is viewed positively by the wider community, and makes it more appealing to prospective participants, volunteers, sponsors and others who may be looking to participate in club activities.

Participation in sport and recreation activities not only enhances people's health and wellbeing, but provides people with opportunities to interact with others, increasing social inclusion and a feeling of connectedness to their local community.

This guide has been developed for sporting and recreation clubs to help them promote a welcoming and inclusive culture.



# ABOUT DISABILITY

The Disability Services Act (1993) defines 'disability' as meaning a disability:

- which is attributable to intellectual, physical, cognitive, neurological, sensory or physical impairment or a combination of those impairments
- which is permanent or likely to be permanent
- which may or may not be of a chronic or episodic nature
- which results in substantially reduced capacity of the person for communication, social interaction, learning or mobility, and a need for continuing support services.

Disability is mainly categorised as physical, sensory, psychiatric, neurological, cognitive and intellectual, and many people live with multiple disabilities.

## PHYSICAL DISABILITY

Disorders of the musculoskeletal, circulatory, respiratory and nervous systems.

## SENSORY DISABILITY

Impairment in hearing and vision.

## NEUROLOGICAL AND COGNITIVE DISABILITY

Acquired disability such as multiple sclerosis or traumatic brain injury.

## INTELLECTUAL

Difficulties with thought processes, learning, communicating, remembering information and using it appropriately, judgement and problem solving abilities.

## PSYCHIATRIC

Anxiety disorders, phobias or depression.

In Western Australia approximately 4.2% of the population live with disability, and 5.5% of the population are carers, primary or otherwise, of people with disability. When families of people with disability are included, this represents a substantial number of people directly affected by disability.

# SAILABILITY ALBANY INCLUSION MODEL AT A GLANCE

## 1 - Club & Community Champions

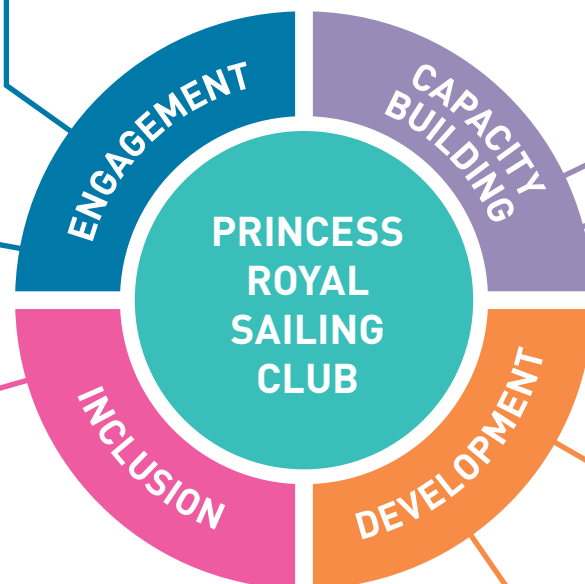
Gain club support  
Gain community support  
Leadership for inclusion & change

## 2 - Organisation & Management

Administration, processes & systems  
Policies & procedures  
Safety & risk management  
Publicity, promotion & communication  
Registration & membership  
Development plans

## 3 - Human Resources

Co-ordinator  
Steering Committee  
Volunteers  
Recruitment & management  
Induction & training  
Retention & recognition



## 4 - Physical Resources

Equipment  
Infrastructure  
Addressing access barriers  
Funding & sponsorship

## 7 - Integration & Inclusion

Accessible programs & facilities  
Training & development pathways  
Supported & independent participation  
Competitive participation  
Inclusion in all club activities  
Ongoing evaluation & monitoring

## 6 - Program Development

Introductory supported programs  
Recreational, therapeutic programs  
Integrated club programs  
Training and skills development  
Adaptation of existing programs  
Pathways to club participation  
Disability service provider referrals

## 5 - Partners & Networks

Peak body engagement  
Government agencies  
WA Disabled Sports Association engagement  
Disability Service Providers  
Equipment specialists  
Funding bodies  
Sponsors & donors  
Community organisations

# STEPS TO INCLUSIVE SPORT & RECREATION:

## 1. CLUB & COMMUNITY CHAMPIONS

First and foremost, is the club making a collective decision to embrace all abilities? Enlist support from the membership, the wider community, and if possible identify 'champions' at both the club and community level who can leverage support from key groups.

Club leadership is very important and a key factor for an inclusive club and welcoming club. Consider establishing an advisory sub-committee to the board to assist the club orient towards inclusion of all abilities. Appointing key members of the community and people with disability to this advisory committee is strongly encouraged.

Promote and encourage a culture of inclusion to all club members through information in newsletters, noticeboards, websites, social media, networks and attendance and participation in club events.



Image: Albany Advertiser →



## 2. ORGANISATION & MANAGEMENT

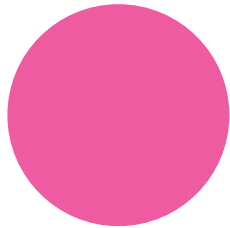
Develop and review your club's policies, guidelines, rules and operating procedures to enable and promote inclusive programs and activities.

Establish administrative systems and appropriate methods for collecting and managing information about club participants' support needs, personal information, carer information and emergency contact details. This will require consideration as to how this information is utilised across the various parts of the club, including with volunteers.

Consider risk management and the personal safety of club participants while engaged in club activities. This is particularly important for people with individual support needs, who may require tailored safety measures.

How do you intend promoting your club to new members of varying abilities? Consider referral pathways to your club activities from the various agencies who provide services to people with disability.

Identify costs associated with developing and implementing inclusion activities and develop a funding plan identifying grants and sponsorship opportunities. *See Partners and Networks*



## 3. HUMAN RESOURCES

Key staff and volunteers required to implement inclusion measures are an essential consideration. Is a specific inclusion coordinator required?



How will you recruit, train, retain and manage key members and volunteers to support inclusion activities? Consider volunteer roles, duty statements and rosters.

Draw on the resources of volunteer support agencies to assist with recruitment and management of volunteers.

Provide Disability Awareness and other appropriate training and orientation for club officials, members and volunteers.

Recognise and reward members and volunteers, seek their feedback and ideas. Provide feedback from participants and agencies to volunteers on the benefits and positive outcomes of inclusion.



## 4. PHYSICAL RESOURCES



What equipment, club facilities or infrastructure does the club need in order to be more inclusive of people with disability? Are there obvious physical access barriers that need to be remedied so people of all abilities can access club facilities?

Providing universal access to club facilities, such as ramps enables people of varying levels of mobility to access and utilise your club, including people in wheelchairs, elderly or injured people, parents with prams and so on.

What specialised or modified equipment may be needed to enable people to participate in your club's activities? In many cases, an individual's participation can be achieved with little or no change to existing equipment and facilities, others may need customised equipment.

There are funding opportunities available to sporting clubs to help purchase equipment and undertake infrastructure works. Key funders include Department of Sport and Recreation, Lotterywest, Healthway, and for modified equipment, the WA Disabled Sports Association and the Dreamfit Foundation.



## 5. PARTNERS & NETWORKS

The greater the collaboration with stakeholders, the more likely your efforts are to be successful and sustainable. Also, working collaboratively spreads the load!

It is recommended to use the resources and experience of the following:

- People with disability
- Peak sporting bodies
- Department of Sport and Recreation
- Disability Services Commission
- Equipment specialists
- Funders and funding bodies
- Sponsors and donors
- Community organisations and disability service providers
- WA Disabled Sports Association
- Volunteer support agencies, such as Albany Regional Volunteer Service
- State Sporting Associations
- Inclusion WA

## 6. PROGRAM DEVELOPMENT

Consider how your club will provide opportunities and pathways for people of all-abilities to participate in club activities, in the most appropriate manner.



Inclusion encompasses a range of options and choices within the different aspects of a club's operations. It can be viewed as a spectrum of participation depending on factors such as a person's functional ability; the types and levels of the particular sport conducted by your club; the equipment utilised; the size and scope of activity of your club; local opportunities and individual preferences.

In developing inclusive programs, draw on the resources and experience of other clubs, peak bodies and agencies such as the Department of Sport and Recreation for ideas, guidance and examples of successful inclusive practices and programs.

Enlist the support, advice and feedback of people with disability, their families and carers, and local disability support agencies on program development, implementation, adaptation and customised equipment or facilities.



## PROGRAM DEVELOPMENT (CONTINUED)

Inclusive programs can range from recreational and therapeutic experiences, to training and skills development, club competition, and high performance development.

Inclusive programs should offer pathways and options for participation at all levels of club activity.

Examples of programs may include:

- Programs specifically for people with disability, such as an introductory or supported program.
- Parallel programs tailored for people with disability and conducted alongside other club programs, such as a training, or modified program.
- Integrated programs where people with disability participate in the club's regular programs, such as a weekly competitions.
- High-performance program aiming for state, national or international competition, eg Paralympic selection.

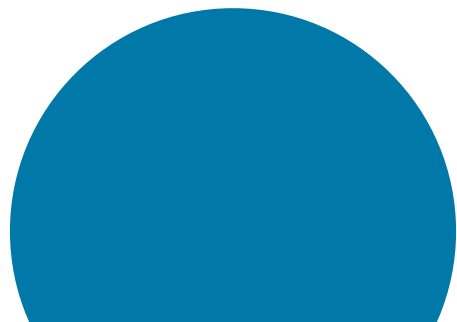


Image: Albany Advertiser →



## 7. INTEGRATION & INCLUSION

Consider how welcoming and inclusive your club is to people of all-abilities. Aim to offer pathways to participation and encourage integration and inclusion at all levels for all people, not just separate or stand-alone activities for people with disability. Actively involve club members in inclusion programs and activities.

Participation can be in the sport itself or in associated club activities such as volunteering, administration, competition officials, maintenance, and social activities.

Consider the following:

- Are your club's programs and facilities accessible?
- Are training and development pathways available for people of all-abilities?
- Are programs suitable for either supported or independent participation?
- Are people with disability able to participate in club competitions?
- Are people with disability welcome and active in all club activities?



## INTEGRATION & INCLUSION (CONTINUED)

The rewards and benefits are great for clubs that have a culture of inclusion and a pro-active program enabling participation at all levels.

Your club will benefit from new members, increased participation and greater activity, and many positive experiences for all members.





