

Resource 20: Sample inclusion policy

Expectations about behaviour are met: Welcome

The following sample policy is to assist you to write your own SSA-specific policy and is provided for guidance only. Its relevance to your association and any flow-on implications for your affiliated clubs need to be considered and it must be adapted to reflect your SSA's size, structure, resources and needs.

<SSA> INCLUSION POLICY

1. Introduction

Social inclusion is about making sure that all children and adults are able to participate as valued, respected and contributing members of society. It is also about the acceptance and equal treatment of members of the wider community regardless of their gender, gender identity or sexuality, age, disability, religious or cultural background, or people who may feel excluded because of other isolating factors. This policy provides <SSA's> position regarding the inclusion of all people, and in particular the inclusion of people with a disability, Indigenous Australians, people from culturally and linguistically diverse communities, and women and girls in our sport.

2. Rationale

Research tells us that physical inactivity is responsible for around 8000 deaths in Australia per year; that females are less likely to participate in sport than males; that people who speak a non-English language at home have lower than average participation rates; and that people with a disability and Indigenous Australians report high rates of discrimination when participating in sport. Research also tells us sport can play a powerful role in contributing to the development of healthier communities and individuals; in increasing social connection and shaping acceptable social norms; and in promoting multiculturalism. It is important that <SSA> takes an active leadership role in supporting and encouraging diverse participation in all aspects of <sport> including paid and voluntary roles in coaching, officiating and administration.

3. Principles

This policy is based on the inclusion principles of access, participation and support, and the *Essence of Australian Sport* <consider how to link your members to the Essence of Australian Sport, through the policy, website or other means http://www.ausport.gov.au/about/essence_of_sport> principles of fair play, respect, responsibility and safety. This policy also reflects requirements under anti-discrimination and equal opportunity laws and promotes:

- social and community values
- valuing both participation and competition
- respecting and valuing difference and diversity between people
- treating people with respect, dignity and courtesy
- good behaviour on and off the field
- equal opportunity and a fair go for all members.

4. Policy coverage

This policy covers all <SSA> areas of authority and applies to everyone involved in the activities of <SSA> including committee and board members, staff, volunteers, players, coaches, officials, administrators, parents and spectators.

5. Aim

Our aim is to provide an environment where all people feel:

- welcome

- represented
- included in decision making
- able to participate
- safe and free from discrimination, bullying and harassment.

6. Position statement

<SSA> embraces diversity and difference and is committed to providing healthy sporting environments that are safe, inclusive, accessible and equitable. This commitment involves a focused approach to actively encourage and support the inclusion of <people with a disability, Indigenous Australians, people from culturally and linguistically diverse communities and women and girls> in all aspects of our sport. Our approach will be meaningful to each individual and equitable to all participants involved in <sport>.

<SSA> has adopted the following strategies to ensure its commitment to being an inclusive organisation. <SSA> will:

- actively identify and reduce barriers to participation in all aspects of association
- consult with community groups and make strong relationships with other organisations to facilitate inclusive practices and remove barriers to participation
- actively identify and eliminate unlawful direct, indirect and systemic discrimination from its structures and practices
- ensure that people with a disability, Indigenous Australians, people from culturally and linguistically diverse communities and women and girls are given optimal opportunity to participate in all aspects of <sport>
- provide encouragement to people from all areas of the community to be involved in <sport>
- provide opportunities for training in coaching, officiating and leadership positions
- provide information and educational opportunities to ensure clubs can be confident in creating safe, accessible, inclusive and equitable environments
- strive to meet the commitments, services or modifications required to enable participation by all, particularly people with a disability
- provide social activities that take account of cultural considerations and include all members, their partners and families (as far as reasonable)*
- use *Everyone Wins* to guide further actions to create and sustain safe, accessible, inclusive and equitable environments for all participants.
- require that all <SSA> staff, board, members and volunteers will, within their areas of responsibility, take appropriate steps to recognise and remove any barriers which exist to programs and services within the physical, social and virtual environment of <sport>
- require our members to undertake practices that actively encourage and support participation by all, ensuring that diversity is recognised, respected, valued and welcomed.

**some social activities may be for members only.*

7. Related policies

Please refer to our other related policies <insert the official title of each policy below>:

- Member protection policy – provides our <position on harassment, discrimination, child protection, participation while pregnant and gender identity. It outlines the legal and ethical rights and responsibilities of those involved in our sport and provides the procedure for dealing with complaints that may relate to this inclusion policy>.
- Code of conduct – outlines the behaviour expected and required by <SSA>.
- <Disability action plan – outlines our actions to improve access to our sport and association by people with a disability>.
- <include any other relevant policies>

8. Review, additions or amendments

This policy will be regularly evaluated and revised through consultation to maintain continuous improvement in our governance, structure, programs, services and facilities. In addition to the annual review of this policy, recommendations for changes to the policy may be submitted to the Board for consideration at any time. In the event that changes are accepted the policy will be updated, dated and circulated to all stakeholders via the webpage and other methods deemed appropriate with regard to accessibility.

Adopted by the Board: <date>

Reviewed and updated: <date>

Scheduled review: <date>

Developed in collaboration

Collaboration leader:

