

# CLUB INCLUSION POLICY



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Mountaineering Ireland Version Control			
Version	Author	Date	Amendments
1.0	Catherine Hibbitt Source: Gymnastics Ireland	August 2023	Reviewed
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**NGB:** Mountaineering Ireland

**Club Name:**

*Inclusion refers to: "A process of addressing and responding to the diversity of needs of all learners through inclusive practices in learning, cultures and communities." Guidelines for Inclusion: Ensuring Access for All - UNESCO Salamanca Statement (1994)*

### Policy Statement



Mountaineering Ireland has developed this policy in line with the Sports Inclusion Disability Charter. This charter outlines the key considerations for sporting organisations to consider in playing sports and physical activity opportunities more accessible.

- ✚ The Club recognises the importance of affording equity, equal opportunity, and fair treatment to all present and potential members.
- ✚ The Club aims to ensure that all people irrespective of their age, gender, ability, disability, race, religion, ethnic, origin, creed, colour, nationality, social status, or sexual orientation have a genuine and equal opportunity to participate in our sport at all levels and in all roles. That is, as a beginner, participant, or performer, and as a coach, Official, manager, administrator, or spectator.
- ✚ It is the aim of the club in its relationships with its members, employees, job applicants and in the provision of its services, not to disadvantage any individual by imposing any conditions or requirements which cannot be justified. Failure to comply may result in disciplinary action being taken.
- ✚ Direct discrimination is defined as treating a person less favourably than others are or would be treated in the same or similar circumstances.
- ✚ Indirect discrimination occurs when a requirement or condition is applied which whether intentional or not, adversely affects a considerably larger proportion of people of one race, sex, marital status than another and cannot be justified on grounds other than race, sex, or marital status.

## Policy Objectives

Our core objectives have been established in line with the five main pillars of the Sport Inclusion Disability Charter which are: 1. Openness; 2. Activities; 3. People; 4. Facilities and 5. Promotion

### Objective 1: OPENESS - Be open and understanding of all people with disabilities.

Mountaineering Ireland actively seeks to support participation in our sport that does not hinder or exclude individual people or groups of people. This means that equality of opportunity must be a reality for all people taking part in the sport. This is achieved by using a person-centred and inclusive approach to create an inclusive coaching environment. Mountaineering Ireland, in consultation with each individual, aims to carry out a health and safety risk assessment, as safety considerations may prohibit some individuals from participating in certain activities due to the nature of their disability. The safety of each participant is of paramount concern. We aim to strike an appropriate, yet inclusive balance between risk and equality of opportunity.

As a club we will:

- ✓ Sign up to the Sports Inclusion Disability Charter.
- ✓ Adopt Mountaineering Irelands Inclusion policy.
- ✓ Create an environment which is inclusive and open to people with disabilities.
- ✓ Acknowledging and promoting the success, achievements, and contributions of people with disabilities in our Club.

### Objective 2: PEOPLE – Access training for staff and volunteers to facilitate inclusion of people with disabilities.

Mountaineering Ireland recognises that people are at the core of our organisation's values. We understand the need to develop our organisations capacity and capabilities in striving to deliver events, activities and programmes which are inclusive.

We will seek to provide supports where strategically and financially conceivable, and if possible, in partnership with bodies with similar vested interest. Support continual

development for all tutors and coaches, to ensure they are trained in an equality and disability inclusion approach to providing our sporting activities to all.

As a club we will:

- ✓ Encourage our staff, board, and members to access Disability Inclusion training.
- ✓ Encourage and support sport specific training and upskilling (CPD).
- ✓ Create opportunities for people with disabilities to access training.
- ✓ Ensure that our Policies and procedures are implemented and reflective of disabilities.
- ✓ Provide educational resources and opportunities to our members to help create a more informative environment.

### **Objective 3: ACTIVITIES – Develop and deliver inclusive activities.**

Mountaineering Ireland values the ability and individuality of all people with a disability and aims to take all reasonable steps to provide everyone with the opportunities they need to reach their full potential as active participants within an inclusive environment. These opportunities participate will include club programs, as well as national-led events and activities. We aim to take reasonable steps to ensure that people of all ages and abilities are afforded reasonable opportunity to participate in all participation aspects of mountaineering and support a sense of belonging and respect.

As a club we will:

- ✓ Take reasonable steps to ensure opportunities for meaningful participation in our clubs' activities.
- ✓ Consider inclusion when planning and delivering activities.
- ✓ Create a sense of belonging, including a welcoming atmosphere, respect for one another, and an understanding of the right of persons with a disability.

### **Objective 4: FACILITIES: Review our facilities/venues/equipment to make the organisation more accessible.**

Mountaineering Ireland believes that accessible facilities are fundamental to developing sporting opportunities for everyone. This includes considering the needs of parents of athletes, and those with young children, older people, alongside the needs of people with a

disability – people with sensory, cognitive and mobility impairments, including wheelchair users.

We understand that people with a disability are often disabled by poorly designed environments, providing add-on or special facilities creating segregation rather than inclusion, or a lack of consideration of the needs of people with a disability when it comes to using facilities.

Mountaineering Ireland aims to identify areas of needs and work towards ensuring that our climbing facilities consider the needs of people with a disability.

As a club we will:

- ✓ Conduct a club audit to check for accessibility.
- ✓ Ensure our club is as accessible as possible for delivery of programs to all.

**Objective 5: PROMOTION – Promote the inclusive nature of our activities, in a variety of formats.**

Mountaineering Ireland aims to reframe how we approach our promotional strategies, with disability and inclusion in mind, we can change the landscape within our sport. We aim to ensure that people with disabilities know there are opportunities to participate in in our sport.

As a club we will:

- ✓ When marketing to our audiences, as with any other, the aim is to create a connection with our members, their families and our wider audiences that helps them think, "I can see myself there".
- ✓ Promote success and achievements of our club, our members, and their families.
- ✓ Create strong role models within the club.
- ✓ Ensure that all information is provided in an accessible format and information relating to disability is available on our website, digital coms/ social media platforms and our documentation.
- ✓ Highlight positive experience of opportunities for people with disabilities who are actively engaging in our activities.

- ✓ Promote the Sport Inclusion Disability Charter within our social media, website, and literature.

### **Responsibility**

The Club expects all those acting on behalf of the association to adhere to this policy. In pursuance of this policy the Club Executive Committee reserve the right to discipline any of its members or employees who practice any form of discrimination on the grounds of a person's age, gender, ability, race, religion ethic origin, creed, nationality, social status, or sexual orientation.

Club Declaration

This document has been approved by the Club Executive Committee and serves as the working equal opportunities document of **[Insert Club Name]**.

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

(Club Chairperson)

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

(Club Secretary)

**Inclusion Resources:**

**[Xccessible Club Toolkit \(Active Disability\)](#)**

**[Sport Inclusion Disability Charter](#)**

