



## **INCLUSION POLICY**

**(Recommended for approval 14 February 2010)**

**This policy has been developed in order to encourage the participation of all groups in the community in our activities.**

**The term inclusiveness represents participation in community life, in whatever capacity desired, by all members of the community regardless of age, ability, income, education, sexual preference, race or religion. Inclusiveness embraces such diversity.**

### **What is Access / Inclusion?**

When we think of access to facilities or activities, too often our thoughts turn to the physical barriers that prevent people with disabilities from participation. While such concerns are obviously relevant to the opportunities available for participation, there are other less tangible barriers to access and inclusion that are of equal, if not greater significance.

### **How Does Inclusion Work?**

Inclusion will only work if all participating organisations embrace the idea of including people of **ALL AGES AND ABILITIES** into the organisation. An understanding that all members of the community have a part to play in the success of the organisation. Inclusion involves the integration of people with varying abilities into mainstream activities within the organisation and associated bodies. Any organisation is only as good as the people who make it up and it is the responsibility of all members to recognise the value of persons of varying abilities. Inclusion means at every level of the organisation from Chairperson to the person who makes the cup of tea. Inclusion is about recognising the role that every person plays to make the organisation a success, and success should not only be measured by the on field results but the FEEL and ATMOSPHERE around the organisation.

### **What does an inclusive environment mean to the people who use it?**

1. An inclusive sport and recreation facility can contribute to community safety and develop a social network for people who may not have previously had a feeling of belonging.
2. Inclusive sport and recreation environments contribute to a sense of local and community control.
3. Inclusive organisations become a hub and are key social spaces, which contribute to community and cultural development.

4. Being able to access a facility without fear of feeling isolated from mainstream activities and building a mutual trust within the organisation.

The above points are only guides to how people who may see themselves as being disadvantaged, would view having the opportunity to belong to an inclusive facility.

**In line with this Inclusive Policy Squash Tasmania will make a commitment to the following principles:**

- **Providing a welcoming environment:** With all physical barriers removed, people, whether having disabilities or not, feel uncomfortable in an environment that does not make them feel welcome. Our association will introduce them to affiliated club officials and help them to feel like they belong.
- **This outside the norm:** When considering people's input into our association, we will focus on their abilities and not on their limitations. We will acknowledge people's skills and attributes in all areas of our association such as playing, administrating, coaching, general assistance, marking, refereeing, maintenance, organising, fund-raising, supporting and general association management.
- **Maintain consistency:** We will acknowledge that while some people have specific needs and may require assistance in some areas of the participation ie. People with disabilities, their involvement in other areas of competence will not be met with unusual or extraordinary treatment. Genuine participation in community based recreation requires contributions from both participants and groups and therefore our association will regard every person as an active and contributing participant.

**Given the importance of recreation to everyone in the community, we agree that it is of utmost importance to our association that all members of the community, regardless of age, sex, race, socio-economic status, ability and geographical location have access to the range of opportunities that we provide.**

### **Policy Review**

This inclusive policy will be reviewed on an annual basis thereafter. This will ensure that the policy remains current and practical.

### **Committee Endorsement:**

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**Committee President**

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**Date Signed**

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**Implementation Date**