

# **Oblate Basketball Club**

## **Inclusion Policy Statement**

### **Mission Statement**

The mission of Oblate Basketball Club (OBC) is to value the ability and individuality of people with disabilities by providing each individual with the opportunities they need to reach their full potential as participants within an inclusive ethos/culture

At OBC we will achieve disability inclusion by continually reviewing our approach as implemented by Committee and coaches and by working in partnership with our governing body, disability services and in consultation with people with disabilities and their families. This will ensure that our organisation is inclusive for everyone.

### **Our Commitment.**

OBC welcomes all members of the local community, regardless of their abilities. We will include people with disabilities in our organisation in both playing and non-playing roles to the greatest extent that we can.

OBC is committed to take every reasonable step to ensure that people of all ages with disabilities are afforded a reasonable opportunity to participate in all aspects of basketball and supports a sense of belonging and respect.

### **Accessibility**

OBC are committed to ensuring that as far as reasonably practicable, our organisational environment, clubs, training and education and physical facilities are accessible to people with disabilities. We are ready to consider all reasonable adjustments that would, over time, help us to achieve this aim more fully and effectively. In our efforts to deliver on this we will:

- Improve on the physical layout out of the facilities that we use.
- Update our training and education to reflect disability awareness/inclusion.
- Adjust how we deliver/promote our information to people with disabilities.
- Organise disability awareness/inclusion training for all coaches.
- Improve accessibility to all programmes.
- Review all areas in line with health and safety requirements.

### **Participation**

By developing our capacity and capabilities within our organisation we will strive to deliver inclusive programmes, promote and advocate for disability inclusion and increase the numbers of people with disabilities participating in our sport and organisation. In our efforts to deliver on this we will:

- Adopt an inclusive approach across all aspects of the entire organisation by consulting with our members.
- Consult with and listen to the voices of people with disabilities in all our deliberations and programme developments.

- Work in partnership with other organisations and individuals who are advocates for the inclusion of people with disabilities.
- Promote good governance across the entire organisation to ensure that participation of people with disabilities is delivered.
- Acknowledge and support the contributions, achievements and successes of people with disabilities in our organisation.
- Commit to and adopt the Sport Inclusion Disability Charter.

## Support

In the development of a Disability Inclusion Policy we understand that it requires a lot of support across all aspects of our organisation. We will endeavour to provide support where they are needed and where financially and strategically possible. In our efforts to deliver on this we will:

Increase the capabilities of our members so that they have a better understanding of what is required to deliver an inclusive environment. We will do this by encouraging disability awareness/inclusion training to all our Coaches and Managers

- Appoint a Disability Inclusion Officer to monitor, support and assist in our work to be more inclusive of people with disabilities.
- Educate and support management, staff and members to be accepting of people with disabilities throughout our organisation.
- To ensure that all future policies, strategies, and plans are inclusive of people with disabilities.
- Develop our coaching/training pathway to include disability awareness training.
- Collaborate with external organisations who work in the area of disability and consult with them and their members in the development of our programmes

## Reporting

We will endeavour to review and update the organisation's Disability Inclusion Policy annually and to review any recommendations and developments that will have arisen as a result of the development of the policy. In our efforts to deliver on this we will:

- Review the work that has being completed during the time frame
- Check the list of actions or measurable outcomes that were set as part of the policy development
- Consult with people with disabilities, members and organisational staff on their views and achievements in relation to the policy
- Update the policy where necessary
- Request approval of any updates to the policy by the Committee

## Measurable Outcomes

In our efforts to deliver on this we will:

- Ensure that the Disability Inclusion Policy has being approved by the Committee and all members of the organisation
- Ensure that the committee and members understand the policy
- Ensure that the Committee and members commit to the policy and adopt the Sport Inclusion Disability Charter
- Ensure that the policy is included on our Website and is available to all members
- Ensure that the training needs of members in relation to the Disability Inclusion Policy has been identified and met
- Ensure that all incidents are recorded and dealt with in line with the policy
- Conduct an inclusion audit of the organisation and all the environments and facilities used for programmes and events