

LIMERICK LIONS BASKETBALL CLUB

INCLUSION POLICY



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SECTION 1: OPENNESS

Openness:

Be open to and understanding of all people with disabilities.

Mission Statement:

Limerick Lions aims to promote inclusion throughout all our competitions, programmes, projects, and events, we encourage all stakeholders to adopt these policies and ensure that our club is as inclusive as possible to all members regardless of their ability.

Stakeholders include: coaches, players, committee members, parents, supporters.

Aims:

- **Limerick Lions** will aim to:

1. Encourage an inclusive culture, while recognising that no one disability is the same and each person's individual needs must be considered in order to promote inclusion in our sport.
 2. Adopt a person-centred approach in order to ensure all participants emotional, physical, and mental wellbeing is at the heart of everything we do.
- Basketball Ireland is committed to ensuring that the core objectives in this policy are implemented to the best of our ability to reflect inclusive practices at all levels of participation in Basketball clubs and Basketball related activities.
 - The ethos of **Limerick Lions** is underpinned by our rules and regulations, including our support policies
 1. Code of Best Practice for Youth Sports
 2. Safeguarding Training
 3. Vetting ~ Garda and Access NI
 4. Complaints and Disciplinary Rules & Procedures
 - 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:

- This policy represents the agreed principles and commitments for disability inclusion, in line with the Cara sports inclusion charter for people with disabilities. Limerick Lions will implement this policy to support and develop an inclusive environment for children and adults within our clubs, programmes, coaches, volunteers, and players

Core Objectives:

Limerick Lions actively seeks to support participation in basketball 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 child-centred and inclusive approach to create an inclusive coaching environment when coaching at underage level and an athlete-centred approach when coaching adults.

Core Objectives include:

1. Limerick Lions commit to include and support all players regardless of ability
2. Limerick Lions commit to provide support, motivation and guidance to all coaching staff to ensure that they are inclusive of all
3. Limerick Lions commit to take reasonable steps to ensure that people of all ages with disabilities are afforded reasonable opportunity to participate in all participation aspects of basketball and support a sense of belonging and respect.

SECTION 2: FACILITIES

Facilities:

Review our facilities/venues/equipment to make our organisation more accessible.

Core Objectives:

It is important to **Limerick Lions** that all people with a disability have the opportunity to take part in our sport regardless of their ability. It is therefore a necessity that we use facilities that are accessible.

1. Limerick Lions commit to encouraging use facilities that are accessible to people with different abilities.

2. Limerick Lions will work with the facility provider when they are planning to re-furbish or develop the facility to ensure that it is accessible to people with different abilities
3. Limerick Lions will audit our equipment regularly and ensure that we have the correct tools to apply for grant funding for equipment that may help include someone with a disability in their club.

Physical Access Assessment Template

Club Name: Limerick Lions			
Venue: St. Clements Secondary School			
Physical Barrier	Immediate Solutions	Future Solutions	Actions
Car Park No wheelchair parking spot beside the gym	Inform all club members and parents not to park in the two parking spots directly accessing the gym	Work with the school to paint the disabled parking space sign on two spots	Club Chairman to work on this with school principal
Access to Building:	There is a ramp access to gym		
Changing Rooms/Toilet Facilities:	Toilet/Changing area is wheelchair accessible and disability friendly		
Access to Playing/Court Area	All level, well lit		
Access to Social/Meeting Area	Limited to area around the court		

SECTION 3: PEOPLE

People:

Access training for all club members/committee/members/volunteers etc, to facilitate the inclusion of people with disabilities.

Coaching qualification:

Coaches are reminded that they do not need to hold any additional qualifications to include participants with a disability in an existing class. However, it is recommended that additional Disability Inclusion training be undertaken when working with participants with a disability to raise awareness and progress coaching ability. Coaches will be encouraged to attend workshops ran by Cara to ensure that they know how to be inclusive.

Disability Coordinator:

The disability coordinator position will be held by the **Deirdre Hammill**. Their key role will be to ensure the inclusion policy is implemented as well promoting inclusion in all **Limerick Lions'** media outlets.

Medical screening and information

Limerick Lions will ensure that we have received all relevant medical information in relation to any club member or participant with a disability, to ensure that they are well enough physically, intellectually and emotionally to take part in club basketball activities or any club events.

Core Objectives:

Limerick Lions seek to empower people to become champions of inclusion. We will outline core objectives that will encourage the training and support of people in our organisations.

1. Limerick Lions commit to training all coaches in the area of Inclusion of people with a disability.
2. Limerick Lion's coaches will be encouraged to attend all appropriate Cara workshops as continuous professional development points.

SECTION 4: ACTIVITIES

Activities:

Develop and deliver inclusive activities.

Core objectives:

It is important that Limerick Lions do not just talk about inclusion but develop and implement sustainable projects that can make a meaningful impact to people with a disability to be included within our sport. These projects must be monitored and evaluated to ensure they are making a lasting impact.

1. Limerick Lions commit to the formation of an Inclusion committee within the club which will ensure the policies and plans are being followed.
2. Limerick Lions commits to working with Basketball Ireland in ensuring that we are fully inclusive of people with disabilities
3. Limerick Lions commit to carrying out an audit of facilities and equipment to ensure accessibility for all.
4. Limerick Lions commits to implement training activities that will be accessible to all regardless of ability.

Implementation of activities:

Responsibility for delivering of projects and activities will fall to **Deirdre Hammill**. It is advised that **Deirdre Hammill** can show progress of targeted disability groups through different projects.

Evaluation methods:

Projects will be evaluated using surveys, opinion sheets or other tools. It is important to include people with different disabilities and parents in the evaluation method.

SECTION 5: PROMOTION

Promotion:

Promote the inclusive nature of our activities, in a variety of formats.

Core Objectives:

Inclusion is an important objective for Limerick Lions and becoming more inclusive of people with a disability as a club will be something, we are proud of.

1. Limerick Lions will sign up to the Cara inclusion of people with disabilities charter on the website.
2. Limerick Lions will promote any event held and ensure that it is fully inclusive.
3. Limerick Lions commit to circulate any information on our social media platforms from Cara or any other disability groups that may be beneficial to our club members.

Responsibility for promotion:

It is the responsibility of **Deirdre Hammill** to ensure that content circulated on our website, social media platforms or any other platforms includes and fairly represents the work of our club in including people with disabilities in all aspects of our work. **Deirdre Hammill** is also responsible for ensuring that the content is

accessible for people with disabilities and that positive inclusive imagery and wording in used.

Monitoring and reviewing policy:

The above policy will be re-evaluated at regular intervals. We at **Limerick Lions** value your input. If you have any queries in relation to this policy, please contact us at limericklionsbball@gmail.com

Including People with Disabilities in Your Club Assessment

Club Name:			
Disability Group	Equipment	Coaching	Modifications
Physical Disabilities			
Deaf/Hard of Hearing			
Blind/Partially Sighted			
Learning Disability			

