Disability Inclusion Policy

Our Mission

The mission of Irish Sailing 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 in sailing, windsurfing and powerboating and within an inclusive ethos and culture.

At Irish Sailing we will achieve disability inclusion by continually reviewing an approach that is implemented by the members, staff and management and by working in partnership with our clubs, training centres and other affiliated organisations in consultation with people with disabilities and their families. This will ensure that the sport of sailing and our organisation is inclusive for everyone.

Our Commitment

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

We will endeavour to make Irish Sailing as inclusive and accessible as possible, based on our commitment to comply with the Equal Status Acts 2000-2012, the Disability Act 2005 and Article 30.5 of the United Nations Convention on the Rights of Persons with Disabilities. We are also committed to fulfilling the requirement of the Sports Ireland Policy on Participation in Sport by People with Disabilities and have signed up and are engaging the CARA Sport Inclusion Disability Charter.

Accessibility

We 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:

- Constantly 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 our clubs, centres and members
- Ensure that all resources are produced in accessible formats
- Improve accessibility of all programmes and events that we organise
- 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**:**

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• Adopt an inclusive approach across all aspects of the entire organisation by consulting with our clubs, centres and members

• Consult with and listen to the voices of people with disabilities in all of our deliberations and programme development

• Work in partnership with other organisations such as CARA, Sport Ireland, Special Olympics 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 supports where they are needed and where financially and strategically possible. In our efforts to deliver on this we will:

• Increase the capabilities of our management, staff and members so that they have a better understanding of what is required to deliver an inclusive environment. We will do this by providing disability awareness/inclusion training to all our board members, staff and members

• Appoint a Disability Inclusion Officer to monitor, support and assist in our work to be more inclusive of people with disabilities. Currently this person is Ciaran Murphy ciaran.murphy@sailing.ie

• 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

• Develop a standalone disability inclusion workshop specific to our sport or organisation

• Collaborate with external organisations who work in the area of disability and consult with them and their members in the development of our programmes

Coaching Qualifications

All Instructors and Coaches will receive a short-facilitated session on being “Safe and Fun for All” which highlights why and how to me inclusive and facilitate each person to their own needs with their sport. They are reminded that they do not need to hold any additional qualifications to include participants with a disability in an existing course. However, it is recommended that additional 3hr Disability Awareness Training or 6hr Disability Inclusion Training course specific to sailing and run by Irish Sailing Tutors should be undertaken when working with participants with a disability to raise awareness and progress coaching ability. These courses are free of charge and may be booked by contacting training@sailing.ie

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Medical Screening and Information

Clubs and Centres facilitating people with disabilities are advised that, as with any club member or participant they should ensure - they 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 sailing activities or any Irish Sailing events.

Reporting

We will endeavour to review and update the organisations Disability Inclusion Policy bi-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 board of management

Measurable Outcomes

It is important to set a list of measurable outcomes so that the organisation can monitor and track that the Disability Inclusion Policy is being implemented. In our efforts to deliver on this we will:

• Ensure that the Disability Inclusion Policy has being approved by all board of management and all members of the organisation

• Ensure that the board of management, staff and members understand the policy

• Ensure that the board of management, staff and members commit to the policy and adopt the CARA Sport Inclusion Disability Charter

• Ensure that the policy is included in the organisations resource file / website and is part of induction training of all new staff

• Ensure that the policy is displayed publicly online within the organisation www.sailing.ie

• Ensure that the training needs of the organisations board, staff and 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

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