



Kingborough Tigers Football Club Inc.

Inclusion Policy

Introduction

In the sport and recreation setting “inclusion” means access for all. It means recognising differences between individuals / groups and providing opportunities for them to participate regardless of those differences. This is achieved through the continual adaptation and innovation of sport and recreation programs and services to deliver more diverse participation options (e.g. new environments, scheduling variations, sport product variations and new pursuits); and be more inclusive of low participation groups.

Social inclusion is about making sure everyone is able to participate as valued, respected and contributing members of society. It is also about the acceptance and equal treatment of members of the wider community regardless of their gender, gender identity, sexuality, age, disability, religious or cultural background, or other attributes that may lead to people feeling excluded or isolated.

Social inclusion is about changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society, whatever their age, ability, gender, race, ethnicity, sexuality or social/economic status.

Social inclusion is about working with people who are disadvantaged, disconnected from society or living with a disability.

Rationale

This policy is based on

- Inclusion principles - access, participation and support
- Essence of Australian Sport principles – fair play, respect, responsibility and safety
- Requirements under anti-discrimination and equal opportunity laws
- The 7 Pillars of Inclusion - <http://www.playbytherules.net.au/news-centre/hot-topics/1373-7-pillars-explained>
- The Inclusion Spectrum and Australian Sports Commission fact sheet “Inclusion of people with disability is about providing a range of options” - www.ausport.gov.au/participating/resources/disability/factsheets/inclusion_in_sport



Kingborough Tigers Football Club Inc.

Inclusion Policy

This policy promotes:

Social and community values

- The importance of valuing both participation and competition
- A respectful approach that values difference and diversity between people
- Treatment of people with respect, dignity and courtesy
- Good behaviour on and off the field (in line with Codes of Conduct and Rules & Regulations)
- Equal opportunity and a fair go for all members

Principles

The inclusion policy has some essentials:

Legislative

There are Commonwealth and State legislative requirements.

The following laws operate at a federal level and the Australian Human Rights Commission has statutory responsibilities under them:

- Age Discrimination Act 2004
- Australian Human Rights Commission Act 1986
- Disability Discrimination Act 1992
- Racial Discrimination Act 1975
- Sex Discrimination Act 1984

This policy is based on

- Requirements under anti-discrimination and equal opportunity laws
- Inclusion principles - access, participation and support
- Essence of Australian Sport principles – fair play, respect, responsibility and safety
- The 7 Pillars of Inclusion
 - Access
 - Attitude
 - Choice
 - Partnerships
 - Communication
 - Policy
 - Opportunities



Kingborough Tigers Football Club Inc.

Inclusion Policy

1. ACCESS

Access encompasses travel to and within your club, as well as access to information about the club.

- We are easily accessible
- Our facility is accessible to people with disability
- We have safe access to and from our facility
- We are well represented on Social media and through our Website

2. ATTITUDE

The Kingborough Tigers are ready to welcome people with a disability or from a different cultural background into the club.

3. CHOICE

- The Kingborough Tigers offer choice through communication. Not everyone can do everything.

4. PARTNERSHIPS

- The Kingborough Tigers look for opportunities to collaborate with other organisations in our community who share our inclusion goals. Sharing resources, experience and information benefits all partners.
- The Kingborough Tigers Football Club also collaborate with private corporations, not-for-profits, public agencies and government departments that share our inclusion goals.

5. COMMUNICATION

- The Kingborough Tigers Football Club use all forms of Social Media as communication tools as well as our Club Website and Email opportunities.
- We believe in using simple direct language and to avoid stereotypes



Kingborough Tigers Football Club Inc.

Inclusion Policy

6. POLICY

The Kingborough Tigers believe that the development of Policies reflects our belief that we must have an inclusive framework. Our Policy offers clear direction and guidelines for everyone involved in the sport and helps set realistic and consistent goals and objectives.

7. OPPORTUNITIES

The opportunity to be a part of a club should be available to **ALL** people in the community.

- The Kingborough Tigers believe that participation in sport has much value beyond the sport itself. Sport helps us to be healthy, make friends and learn new skills. It also assists in the growth and development of communities.
- The Club has many roles, and these extend well beyond playing roles which gives opportunity to anyone that wishes to be involved.
- The Kingborough Tigers offers Social and entry level memberships.

This policy promotes:

- Social and community values
- The importance of valuing both participation and competition
- A respectful approach that values difference and diversity between people
- Treatment of people with respect, dignity and courtesy
- Good behaviour on and off the field (in line with HV Codes of Conduct and HV Rules & Regulations)
- Equal opportunity and a fair go for all members

Purpose

The purpose of this policy is to help the Kingborough Tigers Football Club to take action to promote inclusion and prevent and manage problems associated with discrimination within the AFL and Netball in Tasmania. Our aim is to provide an environment where all people feel:

- Welcome
- Represented
- Included in decision making
- Able to participate
- Safe and free from discrimination, bullying, harassment and vilification.



Kingborough Tigers Football Club Inc.

Inclusion Policy

Position Statement

The Kingborough Tigers Football Club embraces diversity and difference and is committed to providing healthy sporting environments that are safe, inclusive, accessible and equitable. This commitment includes a focussed approach to actively encouraging and supporting the inclusion of, people of different genders, age, ethnicity, ability, religion, income, sexuality and race in all aspects of our sport. Our approach will be meaningful to each individual and equitable to all participants involved in AFL and Netball.

See also Department of Sport and Recreation, Inclusive Participation Position Statement - [www.dsr.tas.gov.au/support-and-advice/research-and-policies/policies/inclusivity-\(substantive-equality\)](http://www.dsr.tas.gov.au/support-and-advice/research-and-policies/policies/inclusivity-(substantive-equality))

Policy Coverage

This policy applies to, but not limited to, the following:

Board members/Directors, staff, players, coaches, administrators, volunteers and parents,

Commitment

The Kingborough Tigers Football Club commit to:

- Actively identify and reduce barriers to participation for minority and under-represented populations
- Consult with the community groups, affiliates and make strong relationships with other organisation to facilitate inclusive practices and remove barriers to participation
- Ensure minority populations are given the opportunity to participate in all aspect of AFL and Netball in our area.
- Provide opportunities for all in coaching, officiating and leadership positions.
- Continue to provide Member Protection training for staff and affiliates
- Review processes for recruitment onto subcommittees, boards, paid position, volunteer positions
- Require our members to undertake practices that actively encourage and support participation by all, ensuring diversity is recognised, respected, valued and welcomed.

Related Policies

- Action Plan
- Alcohol and Illegal Drugs policy
- Disability policy
- Mental Health Policy
- Code of Conduct



Kingborough Tigers Football Club Inc.

Inclusion Policy

This policy will formally be reviewed, evaluated and re-endorsed or modified by the board bi-annually (every two years). Ongoing monitoring and evaluation will take place with an annual report provided to the Board. Any reported complaints or reported incidents in relation to this policy are to be reported to the next Board meeting. Any recommendations for changes can be submitted and tabled for discussion by the Board. All changes will be communicated to all staff, all affiliated clubs (or players, coaches, volunteers etc.) and posted on the organisations website.

Attachments

Play by the Rules - www.playbytherules.net.au

Anti-discrimination laws in Australia - raisingchildren.net.au/articles/disabilities_antidiscrimination_law.html

A guide to Australia's anti-discrimination laws - www.humanrights.gov.au/employers/good-practice-good-business-factsheets/quick-guide-australian-discrimination-laws

Department of Sport & Recreation, Disability Access and Inclusion Plan (2013-2018) - <http://www.dsr.wa.gov.au/about/plan-for-the-future/disability-access-and-inclusion-plan>

Anti-homophobia & Inclusion Framework for Australian Sports - www.outonthefields.com/files/Anti-homophobia-framework-low-res.pdf

Workplace Cultural Diversity Tool

culturaldiversity.humanrights.gov.au

Australian Sports Commission Inclusion Framework

http://www.ausport.gov.au/participating/resources/disability/factsheets/inclusion_in_sport

Signed

President

Kingborough Tigers Football Club Inc.