



**DUBLIN RAIDERS BASKETBALL CLUB
DISABILITY INCLUSION POLICY**

Our Mission:

The mission of Dublin Raiders Basketball Club's Inclusion Policy is to support players with a physical, sensory or learning disability to achieve their potential through the game of basketball in a safe and inclusive manner

Our Commitment:

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

We will endeavour to make the Club 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 to and adhere to the Sport Inclusion Disability Charter.

Accessibility:

Dublin Raiders Basketball Club is committed to ensuring that as far as reasonably practicable, our training facilities are accessible to people with disabilities. We are willing to work in consultation with the facility management to consider all reasonable adjustments that would, over time, help to achieve this aim more fully and effectively.

Dublin Raiders Basketball Club is committed to where reasonably practicable to:

- Improve on the physical layout out of the facilities that we use
- Update our training for coaches and volunteers to include disability awareness/inclusion
- Adjust how we deliver and promote our information to people with disabilities
- Review all facilities are in line with health and safety requirements

Participation

By developing our capacity and capabilities within the Club we will strive to deliver inclusive programmes, promote disability inclusion and increase the numbers of people with disabilities participating in basketball.

This will be delivered by:

- Adopting an inclusive approach across all aspects of the Club
- Consulting with and listening to the voices of people with disabilities and where appropriate their families in programme development
- Working in partnership with other organisations who are advocates for the inclusion of people with disabilities
- Promoting and adhering to good governance within the Club, ensuring that the participation of people with disabilities is delivered
- Acknowledging and celebrating the contributions, achievements and successes of people with disabilities within the Club
- Adhering to the Sport Inclusion Disability Charter

Support

In the implementation of this Disability Inclusion Policy, Dublin Raiders Basketball Club understands that it may require additional support across all aspects of our Club. In

this regard, the Club endeavours to meet the required provisions where it is financially and strategically possible.

This will be delivered by:

- Increasing the capabilities of our coaches and volunteers through disability awareness training resulting in them having a better understanding of what is required to deliver an inclusive environment.
- Appointing a Disability Inclusion Officer to monitor, support and assist in our work to be more inclusive of people with disabilities
Ensuring coaches 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
- Ensuring all future policies, strategies and plans are inclusive of people with disabilities
- Collaborating with other organisations who work in the area of disability

Reporting

Dublin Raiders Basketball Club endeavours to review and update this Disability Inclusion Policy every two years, reviewing any recommendations and developments that will have arisen as a result of the development of the policy.

This will be delivered by:

- Consulting with all members including those with disabilities, coaches and volunteers 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 Club can monitor and track that the Disability Inclusion Policy is being implemented.

This will be delivered by:

- Ensuring this Disability Inclusion Policy has been approved by Dublin Raiders Basketball Club's Executive Committee
- Ensuring that Dublin Raiders Basketball Club's Executive Committee understands this policy
- Ensuring that Dublin Raiders Basketball Club's Executive Committee commits to this policy and adopts the Sport Inclusion Disability Charter
- Ensuring that new volunteers and coaches are made aware of this policy
- Ensuring that this policy is displayed publicly on Dublin Raiders Basketball Club's Website
- Ensuring that the training needs of the Club's volunteers and coaches in relation to this Disability Inclusion Policy has been identified and met
- Ensuring that all incidents are recorded and dealt with in line with this policy and Dublin Raiders Basketball Club's Child Safeguarding Policy.

Dublin Raiders Basketball Club's Disability Inclusion Officer is Jennifer Kavanagh