



## INCLUSION POLICY BYLAW 27

This inclusion policy has been developed to encourage participation in our sport, in any capacity, by all members of the community – without reference to gender, age, ability, income, education, sexual preference, race or religion.

Skate Australia (SA) and its affiliates are committed to ensure that people of all abilities are able to participate and will endeavour to include regardless of their background.

### WHAT IS INCLUSION?

- Inclusion not only covers the more obvious physical barriers to participation encountered by people with disabilities, it also extends to the less obvious barriers which are sometimes encountered by people due to the abovementioned factors, which are of equal, if not greater, significance.
- It is the process of removing barriers to participation and learning so that everyone benefits from skating opportunities in whatever capacity is required.

### HOW DOES INCLUSION WORK?

Inclusion involves the integration of people with varying abilities into mainstream activities within SA. Any organisation is only as good as the people who make it up and it is the responsibility of all members to recognise the value of persons of varying abilities.

Inclusion will only work if all committees under SA umbrella embrace the idea of including people of all ages and abilities and move forward with the understanding that all members of the community have a part to play in the success of SA.

Inclusion is about recognising the role that every person plays to make an organisation a success, and success should not only be measured by the results on the board, but the feel and atmosphere around the organisation.

### WHAT WE WILL DO

SA will make a commitment to the following principles:

- SA will familiarise members with our services and volunteers and provide a welcoming environment to help them to feel like they belong. All members are further encouraged to read the information contained in the Play by the Rules website ([www.playbytherules.net.au](http://www.playbytherules.net.au)).
- When considering people's input into the association or our activities, we will focus on their abilities and not on their limitations. We will acknowledge people's skills and attributes in all areas of our operations such as skating, administrating, coaching, general assistance, organising, fundraising and supporting.
- We will acknowledge that while some people have specific needs and may require assistance in some areas of the participation (i.e. people with disabilities), their involvement in other areas of competence will not be met with unusual or extraordinary treatment. SA will regard every person as an active and contributing participant.

**Given the importance of sport and recreation to the larger community, we agree that it is of utmost importance to SA that all members of the community, regardless of age, sex, race, socio-economic status, ability and geographical location have access to the range of opportunities that we provide.**

### POLICY REVIEW

This inclusion policy will be reviewed on an annual basis to ensure that the policy remains current and practical.