

INCLUSION POLICY

Approved and Ratified: May, 2016

RATIONALE

Sport can play a powerful role in:

- Contributing to the development of healthier individuals and healthier communities
- Increasing social connection and shaping acceptable social norms
- Promoting multiculturalism

The participation rates in some population groups are compounded by discrimination when participating in sport. Badminton WA will take an active leadership role in supporting and encouraging diverse participation in all aspects of Badminton, including coaching, officiating and administrative roles.

PRINCIPLES

This policy is based on:

Inclusion Principles--- including access to badminton, participation in badminton and support for those participating.

Australian Sport principles: fair play in all aspects of the sport, respect for others at all times, taking responsibility for your actions and ensuring the safety of all.

Legal requirements—as per anti-discrimination laws, equal opportunity laws...

THIS POLICY PROMOTES:

- Social and community values
- The importance of valuing competition and participation
- Respectful adherence to the values of diversity and difference
- Treating all people with courtesy, dignity and respect.
- Compliance with Badminton WA Codes of Conduct, Rules and Regulations.

(Note: The **Badminton WA Member Protection Policy**- tied to the Badminton Australia policy- explicitly and implicitly, supports this Inclusion Policy.) It covers harassment, discrimination, child protection...

Being inclusive is about providing a range of options to cater for people of all ages, abilities and backgrounds, in the most appropriate manner possible.

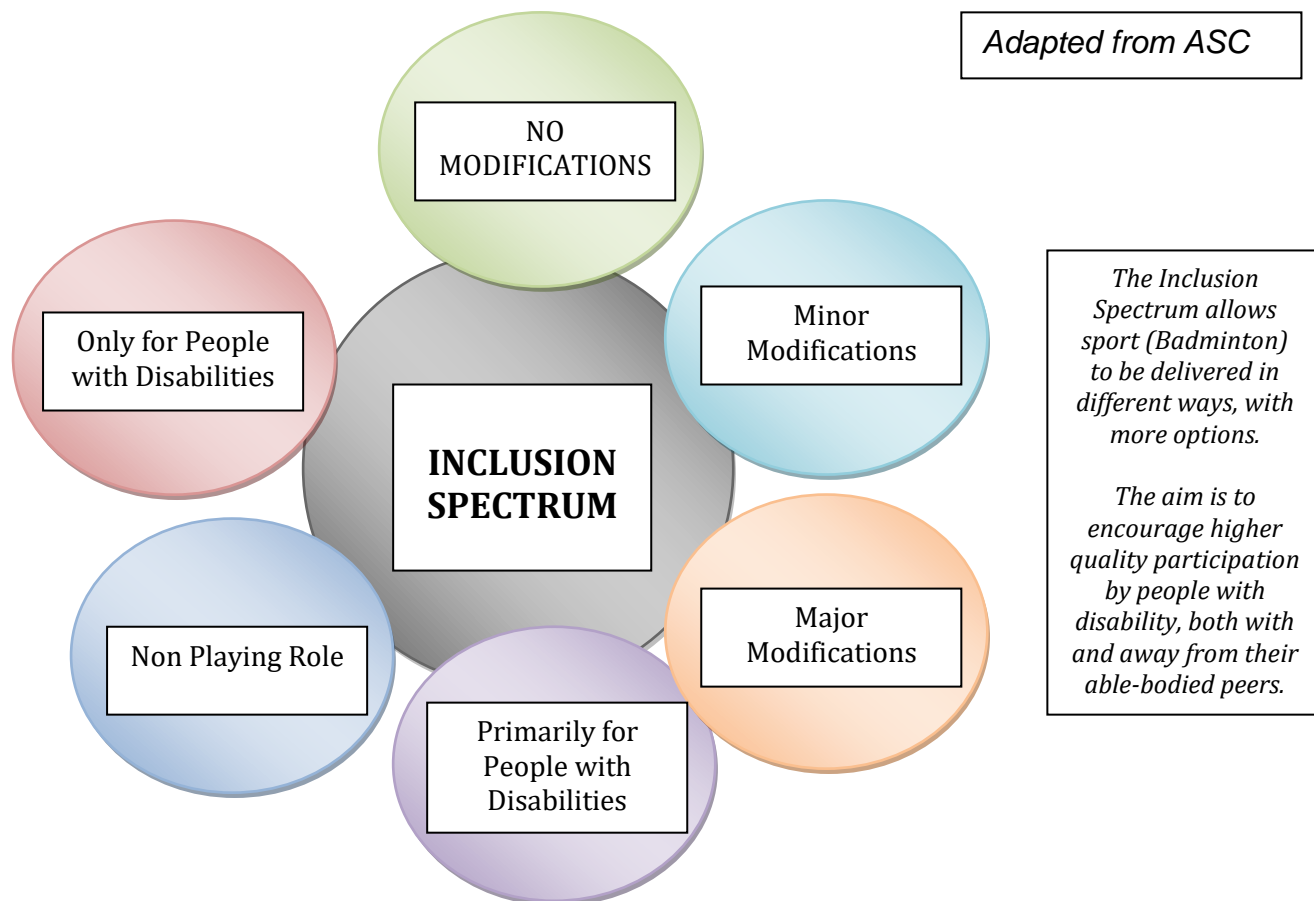
Inclusion encompasses a broad range of options in many different settings.

(Australian Government: Australian Sports Commission)



THE INCLUSION SPECTRUM

Inclusion in sport can be viewed in terms of a spectrum
Each section of the spectrum is as important as the next, and ideally there would be programs for people with disabilities available in all sections to choose from.



WHAT COULD THIS MEAN FOR BADMINTON:

No Modification: eg. An athlete with a hearing disability may train and compete with athletes without a hearing disability.

Minor modification: eg. playing games for a set time period rather than a 'best of three' format.

Major modification: eg Modified equipment for young/disabled athletes (small handled racquets, large shuttlecocks)

Primarily for people with disabilities: Mixed team event wheelchair and able-bodied athletes pairing up.

Only for people with disability: Wheelchair badminton

Non-playing role: Umpire, administrator, tournament software operator...

Coverage: This policy covers all Badminton WA areas of authority and applies to everyone involved in the activities of Badminton WA including all members of the badminton community, including,

- Board Members
- Committee members
- Staff
- Member clubs and associations
- Volunteers
- Players
- Coaches
- Court Officials
- Administrators
- Parents
- All participants...

BADMINTON WA : What do we mean by ‘ **INCLUSIVENESS** ’

The term ‘inclusiveness’ represents participation in the badminton community, in whatever capacity desired, by all members of the community regardless of age, ability, income, education, sexual preference, race or religion or other attributes that may lead to people feeling isolated or excluded.

Inclusion is more than overcoming physical barriers to participation.

Inclusion involves the integration of people with varying attributes into mainstream activities within the Badminton WA community- and the recognition of the value of all persons.

Inclusive language mean language that is deliberately non-sexist, non-racist, and not derogatory of any feature of any person: Respect for others.

The purpose of the policy is for Badminton WA to take action to promote inclusion and prevent and manage problems with discrimination within badminton.

The 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



The commitment is:

- ❖ Developing a welcoming environment within all aspects of the sport – at competitions, within clubs, within Committees, etc.
- ❖ Focusing on abilities-not on limitations- and acknowledging skills and attributes, such as playing, administrating, coaching, umpiring. . .
- ❖ Actively identify and reduce barriers to participation for minority and under-represented populations.
- ❖ Ensure minority populations are given the opportunity to participate in badminton.
- ❖ Review processes for recruitment onto the Badminton WA BOM and all Committees, paid positions and volunteer positions.
- ❖ Consult with community groups and make strong relationships with other organisations to facilitate inclusive practices and remove barriers to participation

Review, Additions, Amendments

This policy to be reviewed bi-annually. Recommendations for changes to be submitted at any time to the BOM. If a change is consequently required this will be tabled for discussion at the next BOM meeting. All changes to be communicated to staff and affiliates and the revised policy be available on the website.

Ratified: 2016