



WEIGHTLIFTING IRELAND

DISABILITY INCLUSION POLICY - 2019

Our Mission:

The mission of **Weightlifting Ireland** is to value the ability and individuality of people with disabilities by providing everyone with the opportunities they need to reach their full potential as participants within an inclusive ethos/culture.

At **Weightlifting Ireland**, 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 clubs, disability services and in consultation with people with disabilities and their families. This will ensure that our organisation is inclusive for everyone.

Our Commitment:

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

We will endeavour to make our organisation 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 to signing and engaging with the 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:

- Improve on the physical layout out of the facilities that we use
- 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 board, staff and members
- Ensure that all resources are produced in accessible formats
- Improve accessibility of all programmes
- 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:

- Adopt an inclusive approach across all aspects of the entire organisation by consulting with our 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 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
- 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

Reporting:

We will endeavour to review and update the organisations Disability Inclusion Policy 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 been 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 been 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 Sport Inclusion Disability Charter
- Ensure that the policy is included in the organisations handbook and is part of induction training of all new staff
- Ensure that the policy is displayed publicly within the organisation
- 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



The image shows a document titled "sport inclusion disability charter". The text on the document reads:

People with disabilities should have every opportunity to be active within their local communities. This Charter, developed through consultations with people with disabilities, clearly outlines the five key areas people with disabilities are asking all organisations to consider in making active and healthy lifestyles possible for them.

To this end, we here in _____
have committed to the Sport Inclusion Disability Charter, and will:

- Be open to and understanding of all people with disabilities **Openness**
- Access training for our staff/volunteers to facilitate the inclusion of people with disabilities **People**
- Develop and deliver inclusive activities **Activities**
- Review our facility/venues/equipment to make our organisation more accessible **Facilities**
- Promote the inclusive nature of our activities, in a variety of formats **Promotion**

Signature: *Clair Bubbly* Position: *President* Date: *24-02-19*

At the bottom of the document are logos for SPORT IRELAND, ciste na gcuntas diomhaoin (the dormant accounts fund), and cara (sport • inclusion • ireland).