



# **Camogie Association Disability Inclusion Policy**

**August 2020**

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***The Camogie Association Vision - Camogie is at the heart of our communities, a game that inspires, an Association for all.***

### **Scope:**

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

We are committed to developing other inclusion policies with the Gaelic Games family and continue to work closely with the GAA Diversity and Inclusion Officer.

As part of our commitment to facilitating and growing the inclusion of people with disabilities in our sporting community, the Camogie Association will:

- We aim to have trained staff, who can help and support at all levels within the association.
- Provide sport inclusion and disability awareness training and development opportunities to staff and Board members
- Create an awareness of disability inclusion in our sport and showcase good practise examples, to inspire others
- Encourage Units to engage with their Local Sports Partnership, Sport Inclusion Development Officers who can provide local support
- Encourage Units to sign up to and live by the Cara Sport Inclusion charter
- To be proactive in ensuring we promote disability inclusion within the Association

## **Our Mission:**

The mission of this policy is to value the ability and individuality of people by providing the opportunities both on and off the field. They need to reach their full potential as participants within an inclusive ethos/culture.

At the Camogie Association we will achieve inclusion by continually reviewing the approach that is implemented by the staff, and management and by working in partnership with clubs and inclusion services. This will ensure that our organisation is inclusive for everyone.

## **National Development Plan Commitment:**

### **Vision**

Camogie is at the heart of our communities, a game that inspires, an association for all

### **Our Purpose**

To develop and promote Camogie at all levels to inspire current & future generations and preserve the heritage of our game

### **Our Values**

As we work to achieve our vision, everything we do over the next 4 years will align to the following set of core values:

**Aspiration** – our passion and pride for Camogie, its tradition and its heritage guide our aspirations and the development of the game

**Teamwork** – we work in partnership to enhance all aspects of the game at all levels

**Leadership** – we lead with integrity and transparency, we have the courage to make strong decisions for the good of the game, to be innovative and provide inspiration both on and off the pitch

**Volunteer** – the foundations of the game are clubs and volunteers; we value and recognise their role and contribution, this underpins our approach and delivery

**Community** – Camogie is an inclusive game, accessible to all and built on an ethos of respect, fun and enjoyment

## **Our Commitment:**

Our organisation welcomes all members of the community. We will include all people 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, Article 30.5 of the United Nations Convention on the Rights of Persons with Disabilities and Public Sector Duty 2014. We are also committed to fulfilling the requirement of the Sports Ireland Policy on Participation in Sport by People with Disabilities.

## **Accessibility:**

We are committed to ensuring that as far as reasonably practicable, our organisational environment, clubs, training, and education are accessible to people. We will work in conjunction with our colleagues in the GAA regarding physical facilities and any other appropriate resources. 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:*

- Be delivered of awareness/inclusion training for all board and staff
- Encourage all members to work with local Sports Partnerships and disability officer, so that they can get awareness and inclusion training
- We aim to update our training and education to reflect and incorporate evolving awareness/inclusion aspects
- Support our clubs through education, awareness raising and providing examples of good practise within the camogie community, the Gaelic games family and from other sporting bodes
- Consider people with disabilities as part of our ongoing communication strategy
- Review all areas of operation at a National level in line with health and safety requirements

## **Participation:**

By developing our capacity and capabilities of members within our organisation we will enable delivery of inclusive programmes, promote, and advocate for inclusion and increase the numbers of people with disabilities participating in our sport and organisation.

*In our efforts to deliver on this we will:*

- Consult with and listen to the voices of people with disabilities
- 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 aim to support the participation of people with disabilities
- Acknowledge, promote, and support the contributions, achievements, and successes of people with disabilities in our organisation
- Encourage units to commit and adopt the Cara Sport Inclusion Disability Charter and Disability Policy

## **Support**

The development of an inclusion policy is an important step for the Camogie Association. In the development of an Inclusion Policy we recognise that additional supports may be required across all aspects of our organisation. We will endeavour to provide such supports where they are needed and where financially and strategically possible. We will endeavour to work with colleagues across sport in this regard.

*In our efforts to deliver on this we will:*

- Increase the awareness and capabilities of our volunteers, 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 awareness/inclusion training to all our board members and staff and encourage members to work with local sports partnerships and disability officers
- Educate and support volunteers, staff, and members to be accepting of people with disabilities and from different backgrounds throughout our organisation
- We aim to provide that future policies, strategies, and plans are inclusive of people with disabilities

## **Reporting:**

We will review and update the organisations Inclusion Policy bi-annually and to review any recommendations, required actions and developments that arise because of the development of the policy.

*In our efforts to deliver on this we will:*

- Review the work that has being completed during the time frame
- Check the list of actions or measurable outcomes that were set as part of the policy and implementation plan development
- Consult with people with disabilities, members and organisational staff on their views and achievements in relation to the policy
- Request approval of any updates to the policy by Ard Chomhairle
- Incorporate information on activity and progress in the annual report as per Public Sector Duty 2014

## **Measurable Outcomes:**

It is important to set a list of measurable outcomes so that the organisation can monitor and track ensuring that the 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 Ard Chomhairle and adopted by units at county and provincial levels
- Ensure that Ard Chomhairle, and staff understand the policy, its ethos and implementation plan
- Ensure that the policy is included in the organisations employee and Ard Chomhairle Induction handbook and is part of induction training of all new staff
- Ensure that the training needs of the organisations board and staff in relation to the Disability Inclusion Policy has been identified and met
- We aim to have a section on our website that will have available resources

## Education and Resources:

We at the Camogie Association aim to build a partnership with organisations across the Sport network so we can ensure access to inclusion workshops for our members e.g. Local Sports Partnerships, disability action & advocacy groups etc.

*For Further Information on disability and disability inclusion policy please follow links below:*

CARA Charter:

<https://caracentre.ie/sport-inclusion-disability-charter/>

Sport Ireland Policy on Participation in Sport by People with Disabilities

<https://www.sportireland.ie/sites/default/files/2019-12/sport-ireland-policy-on-participation-in-sport-by-people-with-disabilities.pdf>

Equal Status Act 2000 - 2012

<http://www.irishstatutebook.ie/eli/2012/act/41/enacted/en/print.html>

Disability Act 2005

<http://www.irishstatutebook.ie/eli/2005/act/14/enacted/en/html>

United Nations Convention on the Rights of Persons with Disabilities

<https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities/article-30-participation-in-cultural-life-recreation-leisure-and-sport.html>

Public sector Duty – 2014

[https://www.ihrec.ie/download/pdf/ihrec\\_act\\_2014.pdf](https://www.ihrec.ie/download/pdf/ihrec_act_2014.pdf)

If you would like to find out more about the Camogie Association Disability Inclusion Policy, or share good practise taking place in your club or community, please contact the Camogie Association, Amy Beynon on [aspire@camogie.ie](mailto:aspire@camogie.ie) Alternatively please contact Geraldine McTavish, the GAA's Diversity and Inclusion Officer on [geraldine.mctavish@gaa.ie](mailto:geraldine.mctavish@gaa.ie) for further information on Inclusion.

## Appendix:

### Helpful guidelines

Safety for Sports Grounds (Ireland)

<https://www.education.ie/en/Publications/Education-Reports/Code-of-practice-for-safety-at-sports-grounds.pdf>

Safety for Sports Grounds (European)

<https://www.cafefootball.eu/Handlers/Download.ashx?IDMF=1e3e35d6-41da-43a2-95da-f40500f4d020>

Safety for Vision (Appendix 4)

<https://www.sportireland.ie/sites/default/files/2019-10/great-outdoors-a-guide-for-accessibility.pdf>

Accessibility for Blind and Deaf

<http://nda.ie/Resources/Accessibility-toolkit/Make-your-services-more-accessible/#helphearing>

Active Living: No Limits Sport Northern Ireland

<http://www.sportni.net/sportni/wp-content/uploads/2016/10/Active-Living-No-Limits-Action-Plan-2016-2021.pdf>

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GAA