

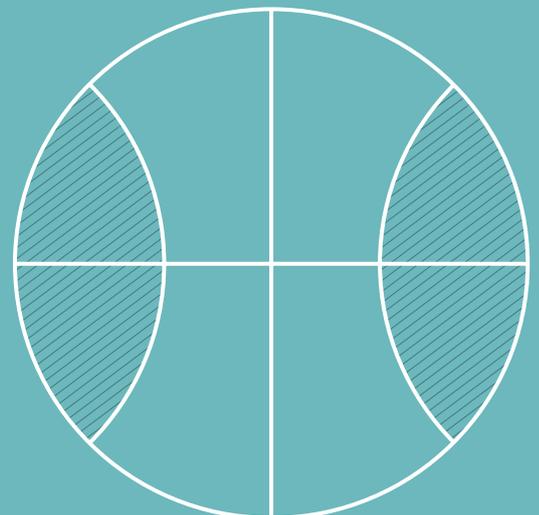
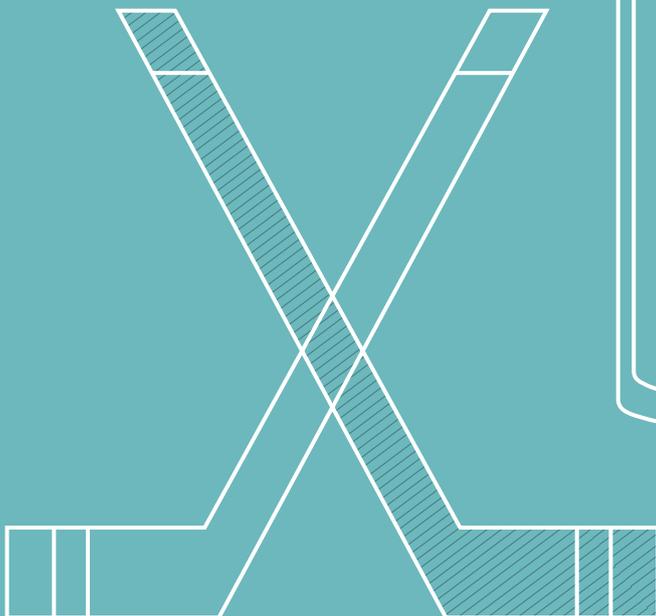
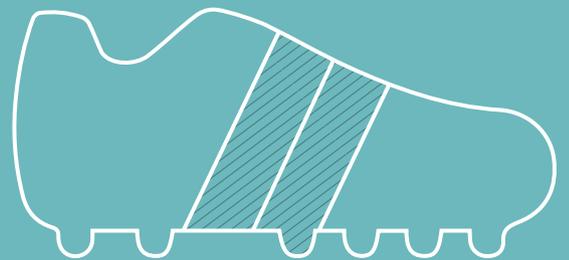
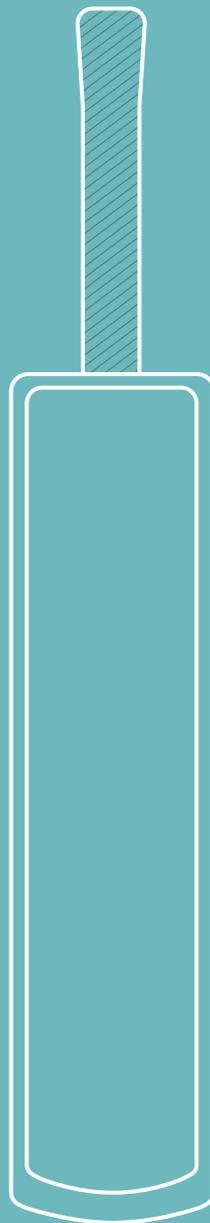
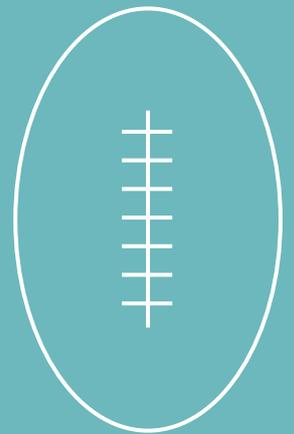
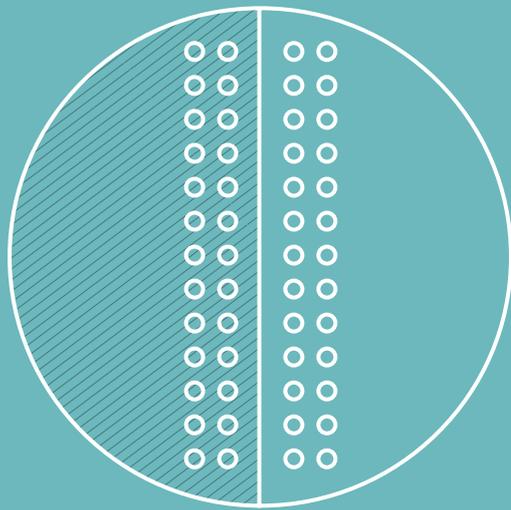
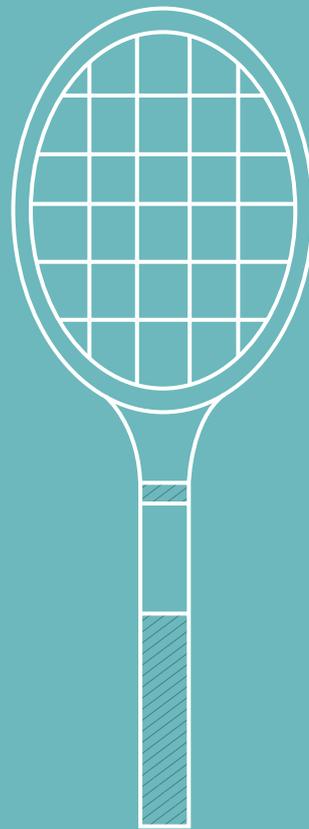
# ACCESS FOR ALL

# PROMOTING DISABILITY INCLUSION IN SPORT



City of  
DAREBIN

the place  
to live



This guide provides advice, ideas, contacts and practical ways that your club can become more inclusive of people with a disability.

Becoming more inclusive of people with a disability not only gives you an opportunity to attract more members but also increases your club's likelihood of being eligible for performance subsidies under the Darebin Sporting Fees, Charges and Occupancy Agreement Policy (2014).

For more information and assistance with increasing your club's inclusiveness, contact the organisations listed in this guide or contact Darebin Leisure Services' Community Recreation Facilitator or the Participation and Inclusion Officer on 8470 8305, email [leisure@darebin.vic.gov.au](mailto:leisure@darebin.vic.gov.au) or visit [www.facebook.com/darebin.leisure](https://www.facebook.com/darebin.leisure) 

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Access for All is supported by the Victorian Government



# 1. PARTICIPATION FOR ALL



## Sports clubs are fantastic community hubs where local people can come together for a common passion.

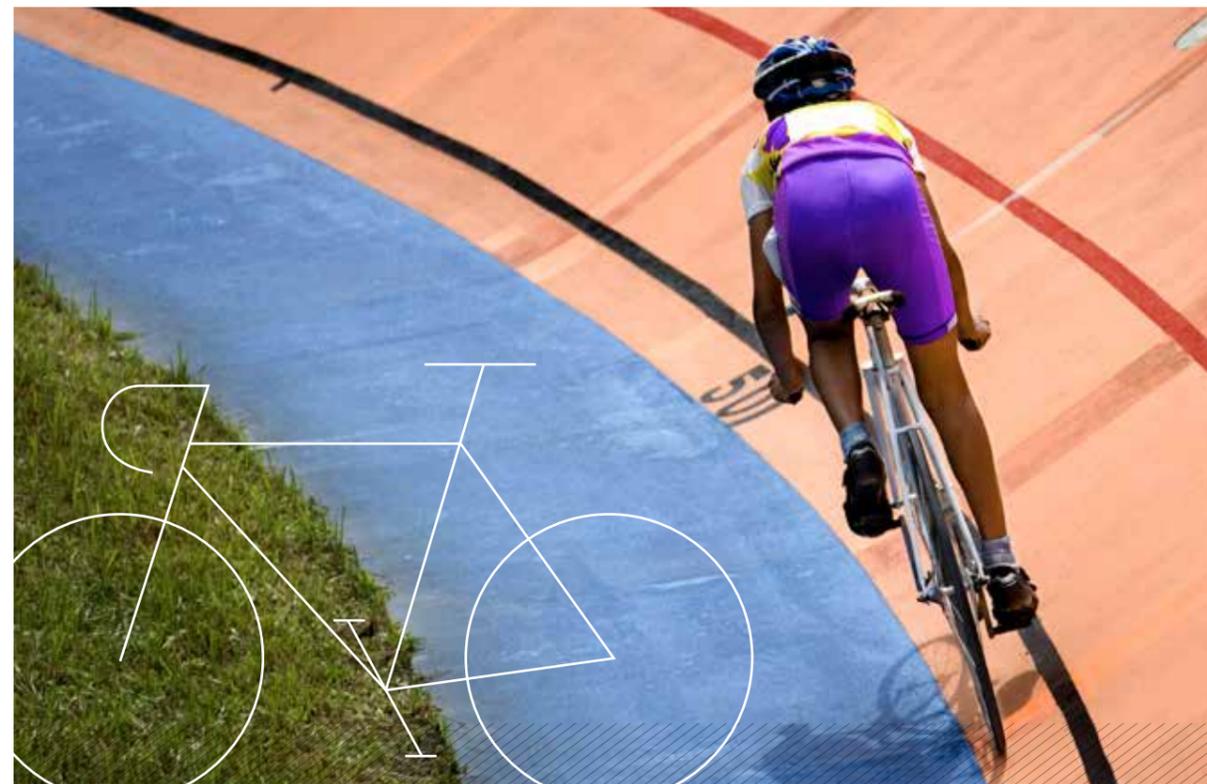
Clubs offer so much more to community members than just the sports experience on the field. Club members enjoy benefits such as:

- sense of belonging
- giving back to the community through volunteering
- increased social networks
- skills development (physical and administrative)
- leadership development
- improved mental wellbeing.

Unfortunately people with a disability are often underrepresented in sports clubs, unless the club offers a specialised program or an 'all abilities' team. However there are

other ways to include people with a disability in your club without running a specialised program. This will lead to your club being an inclusive environment with a greater supporter and volunteer base that reflects the richness and diversity of the general community.

Not all disabilities are obvious or visible. People with learning disabilities, autism, vision impairment, hearing impairment, chronic illness or pain or neurological conditions are common across the community. Regardless of whether the disability is obvious or not, you should never assume the support needs and/or capacity of the individual. The best thing you can do is ask what someone needs in order for them to participate fully.



This guide has information about community organisations your club could partner with to become more inclusive of people with a disability. Please consider applying for the **'Leisure Minor Works Funding Program - Get Active in Darebin Club Grant'** for funding to increase participation in your club by people with a disability. Many of the adjustments outlined will also assist your club to be inclusive of many diverse members of the community.

### WHAT CAN A SPORTING CLUB DO TO INCLUDE PEOPLE WITH A DISABILITY?

#### 1. Ensure club members are welcoming and inclusive of all community members.

Arrange training or information sessions for members to raise awareness of the needs of people with a disability and how to communicate with them. This can be arranged through Council or some of the organisations listed at the end of this document. Ensure members are aware of human rights legislation that protects disadvantaged members of the community from discriminatory practices.

All club members can be actively involved in including people with a disability in the club. For example, they could:

- offer to pick up and drop home a participant who is unable to access the club independently
- be a welcome person at the club for new members
- mentor a volunteer with a disability until they can independently complete their volunteer job roles
- volunteer to manage/coach/umpire a team of people with a disability
- source sponsorship to support the inclusion of people with a disability in the club.

#### 2. Include people with a disability in sporting teams.

Many people with a disability can be included in sporting teams with minor adjustments to equipment, technique and coaching – particularly at a junior and social level. Your State Sporting Association (SSA) will have information on the inclusion of people with a disability in your sport so contact them for support and ideas. In competitive teams, where performance is the focus not participation or fun, it is understandable that the highest performing team members are chosen to compete. However people with a disability can still be involved in the team in a supporting role and given the opportunity to compete when possible.

Most training drills will be suitable for all participants or can be modified slightly to suit an individual. Any qualified coach can train/teach a person with a disability in their sport. Some SSA's will even offer free coaching courses to a club or community members if the intention is to use the skills and knowledge to coach people with a disability.

#### 3. Run a specialised program or team for people with a disability – use senior players as part of a leadership program to coach/run the program.

In a number of sports there are specialised leagues for people with a disability. As part of leadership programs for your senior players you could start a development program for people with a disability. Once the number of participants is sufficient and the required skill level achieved the team can be entered into a league. This could be a great way of attracting new members and identifying potential players for other teams at your club.

Not all people with a disability will want to compete so it could be a training only program with occasional 'friendlies' with other teams in the area. Make contact with other clubs who have teams of people with a disability (contact Darebin Leisure Services to find out who) to set up a game. While these would be competitive to an extent (i.e. keeping a score), it is important to highlight to all involved that the focus is on participation and the opportunity to play a proper game rather than being result focussed.

**4. Enable social members to participate in training sessions so they can get the physical health benefits of the sport even if they don't compete.**

A great way to increase membership at your club is to cater to people who don't want to play competitively but would like the health benefits of training. Incorporating non-playing members into your training sessions provides your players with an opportunity to fulfil a

leadership role and act as mentors for non-playing participants, showing them the drills and skills training.

Non-players can be incorporated into all aspects of training – not just the fitness or sports skills aspects – or participate in a designated training session running alongside club training. This model of inclusion would also work for parents of juniors while they train. Participants would need to sign up as social members in order to be covered by the club's insurance for the training sessions, which would offer an additional revenue stream for the club.

**5. Partner with Darebin Leisure Services and local disability service providers or groups to provide access to your pavilion outside of club hours.**

Many community groups struggle to find appropriate facilities to run programs from and there is a push from the government to utilise community facilities rather than speciality disability venues.

This is a great way for community members with a disability to familiarise themselves with the space and increase the likelihood of them supporting the club on game day or become a social member. Even if you feel your club facilities might not be physically accessible, it is worth exploring this in conjunction with Leisure Services and community groups as they can assess the suitability of the space.

**6. Engage people with a disability as club volunteers to fulfil required roles on training and match days.**

As with many community members, people with a disability like to be able to give back to their community and contribute meaningfully. Clubs are run by volunteers and there are a number of tasks that have to be done each week in order for the teams to be able to take to the field/court. Engaging a community member with a disability to fulfil these roles helps out the club while empowering the individual. Please contact Darebin Leisure Services if you are interested in exploring this idea.

**7. Run fundraising activities in line with days of recognition in partnership with local disability organisations.**

Hosting awareness or fundraising events for charitable organisations or campaigns is a great way to support our diverse community, raise money for those in need and improve your club's profile. Section 5 provides possible campaigns to support and explores opportunities for your club to be involved.

**WHY SHOULD WE DO THIS?**

**Including people with a disability in your club can lead to:**

- Increased membership
- More volunteers
- Better community relations
- More opportunities for increased sponsorship/access to funding grants and greater media exposure
- Increased confidence and skills for all club members when interacting with diverse community members
- Reduced stigma and discrimination of people with a disability
- Empowered community members with a disability and reduced social isolation
- A harmonious, safe and equitable sporting environment
- Adherence with discrimination laws (as it is unlawful to exclude a person from your club on the basis of their disability)
- Performance subsidies from Council decreasing fees and charges.

**The Australian Sports Commission promotes an 'inclusion spectrum' of how clubs can engage people with a disability in sports. The elements of the spectrum are: no modification, minor modification, primarily for people with a disability, only for people with a disability and non-playing role.**

Here are some examples of each element in the spectrum:

**No modifications:** a child with an intellectual disability participates in the local AFL Auskick program.

**Minor modifications:** a lawn bowler who uses a wheelchair uses a bowling arm to bowl.

**Major modifications:** a secured shot-putter competes under separate rules using modified equipment against other athletes with disability in an integrated track and field competition.

**Primarily for people with disability:** vision impaired soccer players play blind football with people without a vision impairment who wear blindfolds.

**Only for people with disability:** a team of adults with an intellectual disability play in the FIDA (Football Integration Development Association) league however are part of the wider club.

**Non-playing role:** people with disability can be officials, coaches, club presidents, volunteers and spectators.

Adapted from Australian Sports Commission Fact Sheet 'Inclusion in Sport' [www.ausport.gov.au/\\_\\_\\_data/assets/pdf\\_file/0003/480072/1\\_-\\_Inclusion\\_in\\_Sport\\_Factsheet.pdf](http://www.ausport.gov.au/___data/assets/pdf_file/0003/480072/1_-_Inclusion_in_Sport_Factsheet.pdf)

**LEGAL FRAMEWORK**

The *Disability Discrimination Act (DDA) 1992* is legislation that protects people with a disability from being treated unfairly or unfavourably as a result of their disability. It is important that the club is aware of their obligations in relation to this legislation and take actions to ensure they do not treat people with a disability less fairly than other community members. For more information and advice contact the Victorian Equal Opportunity and Human Rights Commission enquiry line on 1300 292 153.



## 2. ACCESS AND INCLUSION AT YOUR CLUB



It is difficult to eliminate all physical access barriers in a sports club environment, given ageing infrastructure and variable surfaces.

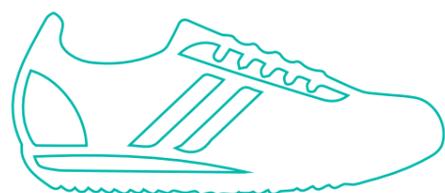
However the greatest barriers to people with a disability becoming involved in the community are usually attitudinal. There is little point in someone being able to physically access the club only to find that the club culture is not welcoming and inclusive.

If your club has a willingness to include people with a disability, ask individuals what their needs are and have a 'can do' attitude to making things happen then the greatest barriers can be eliminated. If you do need to upgrade the physical environment to allow better access for people with a physical disability consider applying for the Leisure Minor Works Funding Program. For more information visit [www.darebin.vic.gov.au/leisure](http://www.darebin.vic.gov.au/leisure) or speak with Council's Recreation Liaison Officer about upgrades.

### Everyone with a disability is different....

It is not necessary to have an in-depth knowledge of all the different types of disability - as how they affect individuals varies greatly. Rather than worrying about what type of disability an individual has, focus instead on what their additional needs are e.g. will they need a ramp to access the pavilion, will they require instructions in simple/direct language or will they need visual rather than verbal cues or instructions?

On page 7 is a table that outlines some of the impacts of disability and what possible adjustments might be required to overcome them at the club level:



### CASE STUDY

## WEST PRESTON LAKESIDE SPORTS CLUB (AFL)

West Preston Lakeside Sports Club is one of only five Victorian clubs to achieve gold level accreditation in the AFL Quality Club Program. This program encourages best practice in club operations and governance including having an excellent code of conduct, designated positions for risk management and volunteer coordination, sound financial management practices and inclusive practices for diverse community members.

West Preston Lakeside Sports Club takes a proactive approach to inclusion in its day-to-day operation and interactions with its community. The club conducts audits at regular intervals to ensure that it is honouring its commitment to meeting the needs of all those who engage with the club. Being a welcoming and inclusive environment means that people with a disability have been incorporated into many aspects of the club including junior players, volunteers and spectators. This has added a great community feel to the club and one that all members are proud to be part of.

### DIFFICULTY/IMPACT

### POSSIBLE ADJUSTMENT

#### Use wheelchair, frame or cane to assist mobility or have limited mobility

- Portable ramp available for access to buildings/ playing surface
- Clear obstacles from pathways including internal thoroughfares
- Ensure accessible (disabled) toilet is not being used for storage
- Ask if the person needs assistance in moving around the club
- Have seats available for people who use a frame or cane
- Ensure the main entrance is accessible for all rather than a special entry for people with mobility aids
- Have doors that can be easily opened with easy to use lever style door handles rather than knobs
- Have handrails available for ramps, steps and on uneven surfaces
- Ensure access to power points is available to recharge an electric wheelchair or scooter
- Have accessible parking close to the main entrance
- Use low pile carpet or slip resistant flooring

#### Cognitive - memory, concentration, information processing

- Provide simple, direct instructions
- Use concrete examples
- Break tasks down into simple steps
- Do not overwhelm with unnecessary information
- Provide visual cues for instructions e.g. pictures, photos, symbols and give demonstrations
- Allow individual time to process what you've said and respond before moving on to next instruction
- Provide opportunity to practice skill/task before moving onto a new one
- Give immediate feedback and encouragement
- Encourage participants to ask questions

DIFFICULTY/IMPACT	POSSIBLE ADJUSTMENT
<b>Vision loss/locating environment</b>	<ul style="list-style-type: none"> <li>&gt; The use of luminance and colour contrast is very helpful in assisting people with a vision impairment to locate aspects of the environment i.e. doors, furniture, sporting equipment</li> <li>&gt; Have clear signage that is concise and uncluttered that incorporates large print and symbols</li> <li>&gt; Hand rails and colour contrasting edges on steps and ramps</li> <li>&gt; Effective lighting throughout facility</li> <li>&gt; Ensure information is available in large print (font size 16) on request</li> <li>&gt; Clear overhanging foliage from pathways</li> </ul>
<b>Deaf or Hard of Hearing</b>	<ul style="list-style-type: none"> <li>&gt; Clear signage</li> <li>&gt; Minimising background noise will improve communication with members who are hard of hearing e.g. ensure there is a quiet zone where communication can take place and consider whether there needs to be music/radio/TV on in background</li> <li>&gt; Look directly at person while speaking and do not cover your mouth or turn away as they may be using lip reading techniques as well as their functional hearing</li> <li>&gt; Ensure the primary community contact at club is aware of the National Relay Service (NRS) for communicating over the phone with people with hearing or speech problems</li> <li>&gt; Allow for communication via text message</li> <li>&gt; If meeting the individual in person and they are using an Auslan Interpreter, talk to the individual not the interpreter</li> <li>&gt; Pen and paper available for exchanging information as required (last resort)</li> </ul>



DIFFICULTY/IMPACT	POSSIBLE ADJUSTMENT
<b>All</b>	<ul style="list-style-type: none"> <li>&gt; Use plain English in written and verbal communication</li> <li>&gt; A welcoming and inclusive environment with an attitude of willingness to make it work</li> <li>&gt; Asking the individual what assistance they need rather than stepping in and helping</li> <li>&gt; Accept the 'Companion Card' – this is used by an individual who is unable to independently access a venue or activity and therefore brings a carer/companion for support (holders of this card pay any fees associated with participation or membership but their 'companion' does not)</li> <li>&gt; Have discounts for people receiving Centrelink payments e.g. Disability Support Pension, Health Care Card</li> <li>&gt; Offer information about club activities in an accessible format e.g. online but with the ability to be 'read' via screen reader software (usually in Word format rather than a PDF), information flyers that are clear and uncluttered (perhaps having two versions of a flyer – one without images and in Word format so it can be easily read)</li> </ul>

If you would like to learn more about different disabilities and their impact please see the Disability Services Australia website: [www.dsa.org.au/Pages/BeInformed/Understanding-Disabilities.aspx](http://www.dsa.org.au/Pages/BeInformed/Understanding-Disabilities.aspx)

## MENTAL HEALTH

Mental health affects nearly half of the population at some stage of their life including people with a disability. Depression, anxiety and substance use disorder are the most common types of mental illness while less common (but often more debilitating) are schizophrenia, bipolar disorder, obsessive compulsive disorder and eating disorders<sup>1</sup>. With appropriate support and treatment most people will recover fully from a period of mental illness. Some people will require ongoing treatment in order to manage their illness and these treatment options (often involving medication) can cause

side effects that may impair their functioning such as memory problems, fatigue, difficulty concentrating and low motivation. It is important to be aware of these side effects but, as with people with a disability, asking what support they require will be the best way to understand if they have any specialist needs when they're interacting with club activities. For more information on mental health and how to find the most suitable service in your area contact Sane Australia on 1800 187 263 or see [www.sane.org](http://www.sane.org)

<sup>1</sup> AIHW 2014. Mental health services—in brief 2014. Cat. no. HSE 154. Canberra: AIHW. Viewed 22 September 2015 <<http://www.aihw.gov.au/publication-detail/?id=60129549463>>

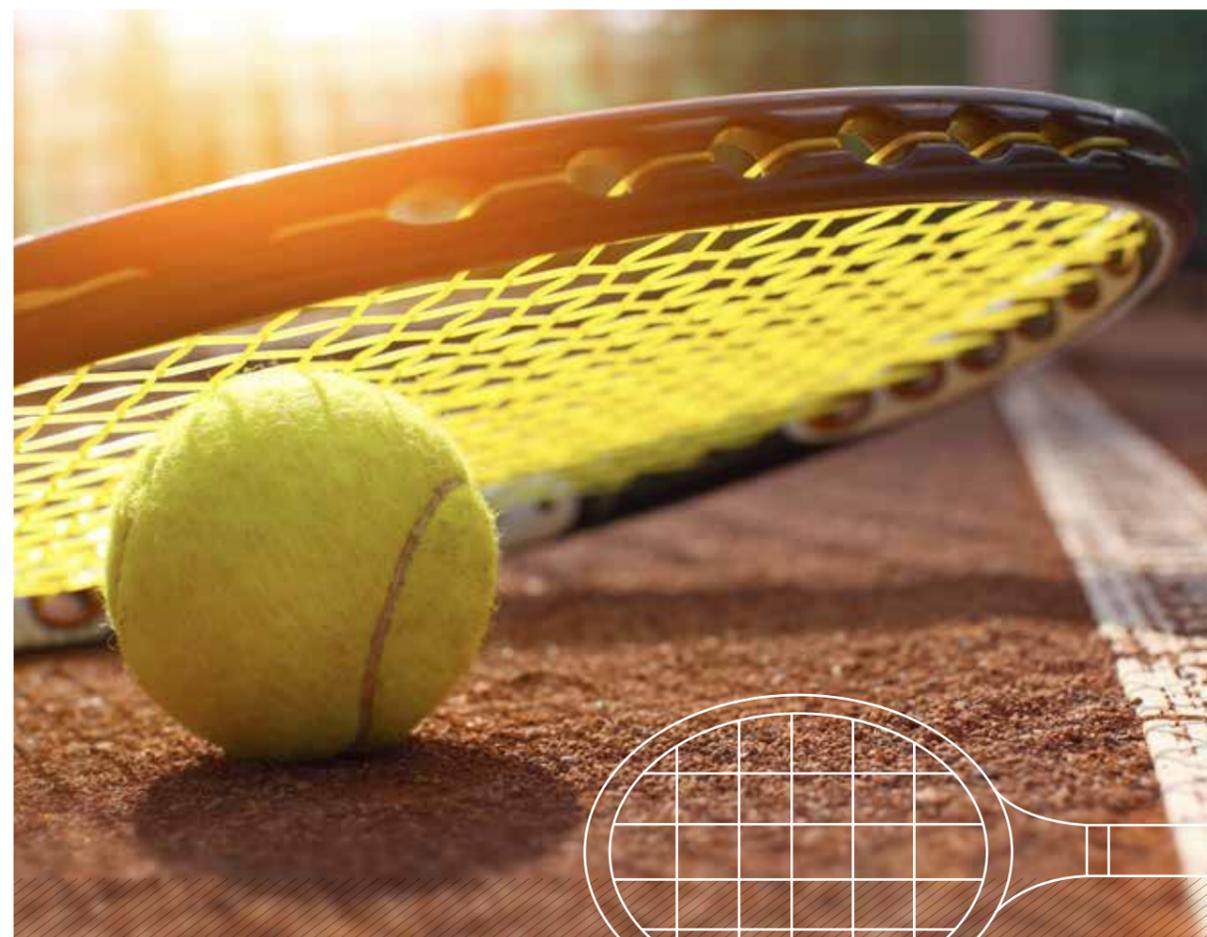
# 3. COMMUNICATION FOR ALL



It is important to consider the language used when talking with or about people with a disability – as it is a reflection of the attitude of the club.

While some people think that political correctness has gone too far, many words and phrases have been used in such a negative way it is necessary for new words and phrases to be used in order to maintain respect for the individual. To encourage an inclusive culture within your club, speak with all members about how they conduct themselves and the language they use when they're playing, spectating, training and at club social functions.

Below are some tips for when you're communicating *with* community members with a disability and for when you're talking/preparing information *about* community members with a disability. These guidelines are designed to help you communicate with community members with a disability – please don't be so concerned about offending someone that you don't say anything at all. It's important to be willing to communicate and learn as you go.



## TIPS FOR COMMUNICATING WITH COMMUNITY MEMBERS WITH A DISABILITY

- Remember that the individual is a person first, their disability is just one aspect of them.
- Consider the age of the person with a disability – it is disrespectful to refer to adults with an intellectual disability as children or kids.
- When approaching a community member, be polite, introduce yourself, and ask how you can help.
- Wait until your offer is accepted before trying to assist someone.
- Be considerate of the extra time it may take some people to do or say some things or even process information they've been given.
- Don't patronise or talk down to a person with disability, or assume that they won't understand you.
- Be aware that some people may need written information to be provided in different formats, such as electronic, large font, Braille or audio. Verbal instructions can also be very helpful.
- If a person is blind or has a vision impairment, consider describing the layout of the area to them – especially any obstacles like stairs or furniture.
- Don't distract a guide dog or assistance animal by patting it or giving it food.
- Speak directly to the individual, even when they are accompanied by an interpreter or assistant.
- Always make sure you're facing the individual when you speak to them, so that they can read your lips if they need to. Don't cover your mouth or speak when your back is turned.
- Don't shout, use big hand gestures, or speak extra slowly to someone who is hard of hearing or has difficulty understanding – just speak clearly.
- When you leave a conversation or group of people that includes someone with vision impairment, let them know – as it can be awkward for the individual who may think you're still present.
- Try and put yourself at eye level with an individual who is a wheelchair user, and speak directly to them.
- Don't push a person's wheelchair if they haven't asked you to, and never lean on or hang things from a person's wheelchair unless you have permission.
- If you do not understand what someone has said, do not pretend that you have. Ask them to repeat what they said, ask them questions with 'yes' or 'no' answers, ask them to use different words to convey their message, see if someone else can understand them, see if they could write it down or use gestures or pictures to make themselves understood.
- Be aware that behaviour that might be considered inappropriate could actually be from frustration of not being able to adequately communicate their wants and needs.
- Remember that people with a disability deserve the same respect and treatment as any other member of the club. Therefore, a person with a disability should also be made aware of any club rules or code of conduct and be expected to abide by the same rules, within reason (you may need to make the code of conduct or club rules available in an alternative format).

## TIPS FOR COMMUNICATION ABOUT COMMUNITY MEMBERS WITH A DISABILITY

The best practice use of language when referring to people with a disability is person-first and impairment second (when relevant).

DON'T USE	ACCEPTABLE ALTERNATIVES
Disabled (the)	➤ People with a disability
Deaf (the)	➤ Person who is deaf or hard of hearing
Blind (the), visually impaired (the)	➤ Person who is blind, person with partial sight
Wheelchair bound or confined to wheelchair (wheelchairs enable mobility not restriction)	➤ Wheelchair user, person who uses a wheelchair
Suffer from, afflicted with 'condition'	➤ Person has/with 'condition'
Mentally retarded	➤ Person with an intellectual disability
Physically/mentally/vertically challenged; differently abled (these are euphemistic and patronising)	➤ Person with a disability
Special (this is demeaning and childlike)	➤ Person with a disability
Disabled park/toilet	➤ Disability accessible park ➤ Accessible toilet

Adapted from ACE DisAbility Network website 'The Language of Disability'  
[www.acedisability.org.au/information-for-providers/language-disability.php](http://www.acedisability.org.au/information-for-providers/language-disability.php)



### CASE STUDY

## PRESTON LIONS FOOTBALL CLUB (SOCCER)

The Preston Lions Football Club – Blind and Vision Impaired MiniRoos sessions commenced in late 2013 and is now a regular opportunity for children who are blind or vision impaired that live in the northern suburbs of Melbourne to play football (soccer) in a fun and inclusive environment. The club has worked closely with Blind Sports Victoria and Football Federation Victoria over the last couple of years to develop the initiative that has now expanded to other locations around Melbourne. Coaches running the sessions are provided with an education session and a coaching resource on the principles of coaching children with vision impairment, ensuring all participants feel welcome and included. One participant with support from the club has transitioned to the

club's Mini Cubs program with the coaches utilising the skills and resources provided.

The club is also part of the inaugural Victorian B League, the first adult blind and vision impaired football competition in Australia. Involvement in these initiatives has enhanced the community feel of the club and created various positive media exposure ranging from national television to local newspapers. Club members are proud of these initiatives and the feedback from external stakeholders has been fantastic. Club coaches and club representatives have also benefited as it has broadened their coaching knowledge and created a club environment that is inclusive of people who are blind or vision impaired.

# 4. ENGAGING WITH YOUR LOCAL COMMUNITY



Speak with the Community Recreation Facilitator or Participation and Inclusion Officer at Darebin City Council about your ideas for making your club more inclusive.

They can provide guidance, help with promotional material and links to the disability community – or you can contact organisations directly to discuss programs or offer your facilities.



## HERE ARE SOME ORGANISATIONS IN DAREBIN TO PARTNER OR CONNECT WITH TO INCREASE MEMBERS WITH A DISABILITY:

<b>Able Lifestyle Choices</b>	Provide a day service program and school holiday programs to adults with physical, intellectual and sensory disabilities. Located in Reservoir, phone 9478 1455 or email <a href="mailto:able.north@ableaustralia.org.au">able.north@ableaustralia.org.au</a>
<b>Action on Disability in Ethnic Communities (ADEC)</b>	Provide advocacy, respite for older carers, HACC programs and group activities for people with a disability from ethnic communities. Located in Preston, phone 9480 1666 or email <a href="mailto:info@adec.org.au">info@adec.org.au</a>
<b>Agapi Care</b>	Provide accommodation and respite services to people with a disability, primarily those of Greek heritage. Located in Preston, phone 9416 9768 or email <a href="mailto:info@agapicare.org.au">info@agapicare.org.au</a>
<b>AQAVic</b>	Provide information, peer support and support services primarily to people with a spinal cord injury (however support people with a range of disabilities). Located in Fairfield, phone 9489 0777 or email <a href="mailto:admin@aqavic.org.au">admin@aqavic.org.au</a>
<b>CarerLinks North</b>	Supports family carers of people with a disability providing information and offering access to respite, counselling and advocacy. Located in Preston, phone 9495 2500 or email <a href="mailto:carerlinksnorth@mchs.org.au">carerlinksnorth@mchs.org.au</a>
<b>Cerebral Palsy Support Network (CPSN)</b>	Provides information and support to people living with cerebral palsy as well as social groups and a health and fitness program. Located in Preston, phone 9478 1001 or email <a href="mailto:cpsn@cpsn.org.au">cpsn@cpsn.org.au</a>
<b>Croxton School</b>	Specialist school offering P-18 education to children with a disability, also a 'Sporting Schools' provider, an initiative of Australian Sports Commission. Located in Northcote, phone 9482 5482 or visit <a href="http://www.croxton.vic.edu.au">www.croxton.vic.edu.au</a>
<b>DASSI</b>	Provide home-based care for people with a disability and frail aged. Located in Northcote, phone 9488 9100 or email <a href="mailto:contact@dassi.com.au">contact@dassi.com.au</a>

<b>Department of Health and Human Services (DHHS) Preston Office</b>	Case management and residential services for people with a disability. Located in Preston, phone 9479 0101 or email <a href="mailto:north.intake@dhhs.vic.gov.au">north.intake@dhhs.vic.gov.au</a>
<b>Darebin Information, Volunteer &amp; Resource Service (DIVRS)</b>	Provide a link for volunteers to volunteer roles and support organisations that host volunteers via assistance with recruitment and retention of volunteers, promotion of their volunteer opportunities and access to training. Located in Preston, phone 9480 8200 or email <a href="mailto:vrp@divrs.org.au">vrp@divrs.org.au</a>
<b>Extended Families</b>	Run a program that links children with a disability to volunteers who assist the child to engage in sport and recreation activities. Located in Coburg however service Darebin, phone 9355 8848 or email <a href="mailto:northwest@extendedfamilies.org.au">northwest@extendedfamilies.org.au</a>
<b>Independence Australia</b>	Supports people with a disability or other physical need to regain, retain and extend their independence. Located in Collingwood but servicing Darebin, phone 1300 704 451 or email <a href="mailto:theteam@independenceaustralia.com">theteam@independenceaustralia.com</a>
<b>Interact</b>	Provide centre and community based activities for adults with a disability. Located in Fairfield, phone 9490 1699 or email <a href="mailto:feedback@interactaustralia.com.au">feedback@interactaustralia.com.au</a>
<b>Interchange Northwest</b>	Provide recreation and respite opportunities for children and young people with a disability. Located in Pascoe Vale but servicing Darebin, phone 9388 9933 or email <a href="mailto:serviceaccess@mchs.org.au">serviceaccess@mchs.org.au</a>
<b>LaTrobe Lifeskills</b>	Offer accredited training courses, pathways to employment programs and individually planned social and recreation activities to young adults with a disability. Located in Bundoora, phone 9479 1474 or email <a href="mailto:info@life-skills.net.au">info@life-skills.net.au</a>
<b>Melbourne City Mission Disability Services</b>	Provide residential services, community access, case management, respite and outreach services to people with a disability. Located in Thornbury, phone 9487 9238 or email <a href="mailto:info@mcm.org.au">info@mcm.org.au</a>
<b>Melbourne Polytechnic (previously NMIT) Work Education Centre</b>	Provides pre-vocational and vocational education and training to students with a range of disabilities to assist the student group to develop vocational, social and employability skills. Located in Preston, phone 9269 8390 or email <a href="mailto:workeducationcentre@melbournepolytechnic.edu.au">workeducationcentre@melbournepolytechnic.edu.au</a>

<b>Melbourne Youth Initiative (MYI)</b>	Provide specialised services to children with a disability who display behaviours of concern including positive behaviour support and camps. Located in Northcote, phone 9481 2748 or email <a href="mailto:info@myinitiative.org.au">info@myinitiative.org.au</a>
<b>Merri Outreach Support Services (MOSS)</b>	Run planned activity groups for people who are isolated due to disability or age-related issues. Located in Northcote, phone 9482 3488 or email <a href="mailto:merri@merri.org.au">merri@merri.org.au</a>
<b>Northern School for Autism</b>	Specialist school for students on the autism spectrum, Reservoir campus caters to early and middle years and Lalor campus caters to senior students. Phone 9462 5990 or email <a href="mailto:northern.sch.autism@edumail.vic.gov.au">northern.sch.autism@edumail.vic.gov.au</a>
<b>Northern Support Services (NSS)</b>	Offer community education options, work education and respite services to people with a disability. Located in Northcote, phone 9486 5077 or email <a href="mailto:nss@nss.org.au">nss@nss.org.au</a>
<b>Scope North West</b>	Provide early childhood intervention services, individualised support programs, sport and recreation programs and residential services for people of all ages with a disability. Located in Glenroy but servicing Darebin, phone 8311 4000 or email <a href="mailto:nwss@scopevic.org.au">nwss@scopevic.org.au</a>
<b>Spectrum MRC Disability Services</b>	Provide activity groups, individual support packages and respite for older carers of people with a disability from a migrant and refugee background. Located in Preston, phone 9496 0200 or email <a href="mailto:disability@spectrumvic.org.au">disability@spectrumvic.org.au</a>
<b>Villa Maria Mature Choices Program</b>	Provide a 'Community Options Program' for people with a disability aged 30+. Located in Bundoora, phone 9466 9759 or email <a href="mailto:villamaria@villamaria.com.au">villamaria@villamaria.com.au</a>
<b>WUNGA Making a Difference Program, Aborigines Advancement League</b>	Support Aboriginal people with a disability to engage in community-based programs. Located in Thornbury, phone 9480 7777 or email <a href="mailto:sama@aal.org.au">sama@aal.org.au</a>

**National Disability Insurance Scheme:** In addition to the above organisations the National Disability Insurance Scheme (NDIS) is being rolled out in Darebin in July 2016. This may mean that more people with a disability will receive the appropriate support to access their community, and sporting clubs may be approached by potential members with a disability who want to get involved in their local club. To find out more about the NDIS see their website: [www.ndis.gov.au](http://www.ndis.gov.au) or speak with the Metro Access Officer or Community Recreation Facilitator at Darebin City Council.

# 5. CELEBRATING DIVERSITY AND RAISING AWARENESS

Running fundraising activities in line with days of recognition can be a great way to support and partner with local disability organisations.

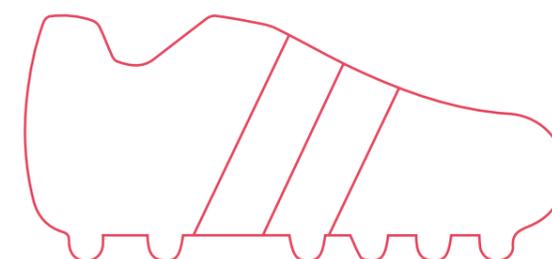
Here are some key dates to celebrate people with a disability and promote inclusion in your club:

DATE	OBSERVANCE	FOR MORE INFORMATION
March 21	World Down Syndrome Day	Down Syndrome Victoria: <a href="http://www.downsyndromevictoria.org.au">www.downsyndromevictoria.org.au</a>
April 2	World Autism Awareness Day (WAAD)	Amaze – Autism Victoria: <a href="http://www.amaze.org.au">www.amaze.org.au</a>
Last Wednesday of April	International Guide Dog Day	Guide Dogs Victoria: <a href="http://www.guidedogsvictoria.com.au">www.guidedogsvictoria.com.au</a>
Early May	National Heart Week	Heart Foundation: <a href="http://www.heartfoundation.org.au">www.heartfoundation.org.au</a>
Early May	National Motor Neurone Disease (MND) Week	MND Australia: <a href="http://www.mndaust.asn.au">www.mndaust.asn.au</a>
First Tuesday in May	World Asthma Day	Asthma Foundation of Victoria: <a href="http://www.asthma.org.au">www.asthma.org.au</a>
Last Wednesday in May	World Multiple Sclerosis (MS) Day	MS Society Victoria: <a href="http://www.mssociety.org.au">www.mssociety.org.au</a>
First week of September	National Spina Bifida Awareness Week	Spina Bifida Foundation Victoria: <a href="http://www.sbfv.org.au">www.sbfv.org.au</a>
First Wednesday of October	World Cerebral Palsy Day	Cerebral Palsy Support Network located in Preston: <a href="http://www.cpsn.org.au">www.cpsn.org.au</a>

DATE	OBSERVANCE	FOR MORE INFORMATION
Second week of November	Spinal Cord Injury Awareness Week	Event homepage: <a href="http://www.sciaw.com.au">www.sciaw.com.au</a> Victorian contacts: AQA Victoria: <a href="http://www.aqavic.org.au">www.aqavic.org.au</a> Independence Australia: <a href="http://www.independenceaustralia.com">www.independenceaustralia.com</a>
Last week of November	National Social Inclusion Week	Event homepage: <a href="http://www.socialinclusionweek.com.au">www.socialinclusionweek.com.au</a>
December 3	International Day of People with Disability	Event homepage: <a href="http://www.idpwd.com.au">www.idpwd.com.au</a>

## WHAT YOUR CLUB COULD DO:

- Invite a group to train with your side during the week and host a BBQ afterwards.
- Arrange fundraising for a particular group on match day – volunteer club members could rattle collection tins, organise a raffle and/or sell awareness merchandise.
- Organise a one-off event/match/training marathon to raise funds for a particular local charity.
- Partner with a local disability support organisation to deliver a fitness or skills-based program to their members.
- Have club members participate in a modified form of their sport e.g. blind soccer, wheelchair rugby, seated volleyball – invite athletes from that sport to coach you.
- Promote your club's activities and inclusion champions to local media.
- Offer free membership/activity fees for the day/week/month to community members.
- Have club members volunteer with organisations hosting their own events.



# 6. ACCESS FOR ALL RESOURCES

“Sport has the power to change the world. It has the power to inspire. It has the power to unite people in a way that little else does. Sport can awaken hope where there was previously only despair. Sport speaks to people in a language they can understand.” Nelson Mandela

FOR FURTHER ASSISTANCE AND RESOURCES FOR INCLUDING PEOPLE WITH A DISABILITY IN YOUR CLUB CONTACT YOUR STATE SPORTING ASSOCIATION OR LOOK AT THE FOLLOWING LINKS:

<b>Access for all Abilities (AAA)</b>	AAA PLAY connects people with a disability to sport and active recreation opportunities: <a href="http://www.aaavic.org.au">www.aaavic.org.au</a>
<b>ACE DisAbility Network</b>	Has developed a great guide on use of language used to refer to people with a disability: <a href="http://www.acedisability.org.au/information-for-providers/language-disability.php">www.acedisability.org.au/information-for-providers/language-disability.php</a>
<b>Australian Human Rights Commission</b>	Has created a guide for community organisations on developing Disability Action Plans: <a href="http://www.humanrights.gov.au/disability-discrimination-action-plans-guide-non-government-organisations">www.humanrights.gov.au/disability-discrimination-action-plans-guide-non-government-organisations</a>
<b>Australian Institute of Sport</b>	Sell the Australian resource ‘Coaching Athletes with disabilities’: <a href="http://www.shop.usport.gov.au/Coaching-Athletes-with-Disabilities">www.shop.usport.gov.au/Coaching-Athletes-with-Disabilities</a>
<b>Australian Sports Commission</b>	Have information on the inclusion spectrum, adapting or modifying sports, tips for communicating with people with a disability and how to create a positive environment: <a href="http://www.usport.gov.au/participating/disability/resources/factsheets/inclusion_in_sport">www.usport.gov.au/participating/disability/resources/factsheets/inclusion_in_sport</a> and Inclusive Coaching: <a href="http://www.usport.gov.au/participating/coaches/tools/coaching_specific_groups/Inclusive">www.usport.gov.au/participating/coaches/tools/coaching_specific_groups/Inclusive</a>

**Deaf Sports Australia** Aim to facilitate and support the participation of deaf Australians in all levels of sport, their website includes tips for communication, modifications and coaching:  
[www.deafsports.org.au/](http://www.deafsports.org.au/)

**Disability Sport & Recreation (DSR)** Provide and promote positive health outcomes for Victorians with a disability through participation in sport and recreation:  
[www.dsr.org.au](http://www.dsr.org.au)

**The Inclusion Club (TIC)** Promotes inclusive sport and active recreation for people with a disability. TIC has a series of podcasts, videos, TED Talks and downloadable resources about the many facets of including people with a disability in sport and active recreation:  
[www.theinclusionclub.com](http://www.theinclusionclub.com)

**Play by the Rules** Provides information, resources, tools and free online training to increase the capacity and capability of administrators, coaches, officials, players and spectators to assist them in preventing and dealing with discrimination, harassment and child safety issues in sport:  
[www.playbytherules.net.au](http://www.playbytherules.net.au)



<b>Sport and Recreation Victoria</b>	<p><b>Access for All Abilities</b> fund SSA's, Regional Sports Assemblies, disability sports and community based organisations to build the capacity of sporting clubs to be inclusive of people with a disability:</p> <p><a href="http://www.dtpli.vic.gov.au/sport-and-recreation/make-sport-inclusive/access-for-all-abilities">www.dtpli.vic.gov.au/sport-and-recreation/make-sport-inclusive/access-for-all-abilities</a> </p>
<b>Sport and Recreation Victoria</b>	<p><b>Design For Everyone: A Guide To Sport And Recreation Settings</b> is an online resource featuring the principles of Universal Design to ensure that buildings and environments are accessible to everyone:</p> <p><a href="http://www.sport.vic.gov.au/design-for-everyone-guide">www.sport.vic.gov.au/design-for-everyone-guide</a> </p>
<b>Sports Community</b>	<p>Seeks to assist 'grass roots' sports clubs to be successful by providing free access to information and resources required by clubs and their volunteers including tips on increasing participation which includes a section on disability inclusion:</p> <p><a href="http://www.sportscommunity.com.au/resources/disability-inclusion/">www.sportscommunity.com.au/resources/disability-inclusion/</a> </p>
<b>Unite Volunteering</b>	<p>Have published a great volunteer manual 'Taking that extra step' which outlines how to start, grow and maintain an inclusive volunteering program, it includes templates for forms and example policy and procedures, volunteer agreements and position descriptions that may be helpful at your club:</p> <p><a href="http://www.unitevolunteering.org.au/manual/volunteer-manual-taking-extra-step.pdf">www.unitevolunteering.org.au/manual/volunteer-manual-taking-extra-step.pdf</a> </p>
<b>Vicsport – Are You On Board? (AYOB) Campaign</b>	<p>Aims to increase diversity and inclusion in grassroots sporting organisations:</p> <p><a href="http://www.vicsport.com.au/industry/are-you-on-board">www.vicsport.com.au/industry/are-you-on-board</a> </p>
<b>YouMeUs – Achieving Inclusion</b>	<p>Is an inclusive online training course aimed at leisure centre staff to build skills and confidence to engage and include people with a disability. The training course may not be suitable for sporting clubs however there are resources available on the website that could be helpful:</p> <p><a href="http://www.youmeus.org.au">www.youmeus.org.au</a> </p>

## SPORTING COMPETITIONS CURRENTLY AVAILABLE FOR PEOPLE WITH A DISABILITY:

### INTERNATIONAL

Paralympics – running parallel to the Olympics (summer and winter) the Paralympics is a multi-sport event that includes athletes with a variety of disabilities competing according to classification.

Special Olympics World Games – held every two years for participants of Special Olympics programs worldwide who are children and adults with an intellectual disability.

Deaflympics – held every four years for elite athletes who are deaf or hard of hearing.

### NATIONAL

National Wheelchair Basketball League

AFL National Inclusion Carnival

All Abilities Cricket Championships

### STATE

Victorian All Abilities Cricket Carnival

Football Integration Development Association (AFL)

Indoor cricket super league

Wheelchair Rugby State League

Victorian B League – Blind Football League

### LOCAL

All Abilities Basketball – Collingwood Basketball Stadium

Baseball for All – Essendon Baseball Club

Blind and vision impaired AIA Vitality MiniRoos – Preston Lions Football Club

Soccer for people with an intellectual disability – Northern Falcons Football Club

All Abilities Cricket – Holy Trinity Cricket Club

Special Olympics Melbourne North – various locations & activities

7-a-side Football (soccer) – Northcote City Football Club

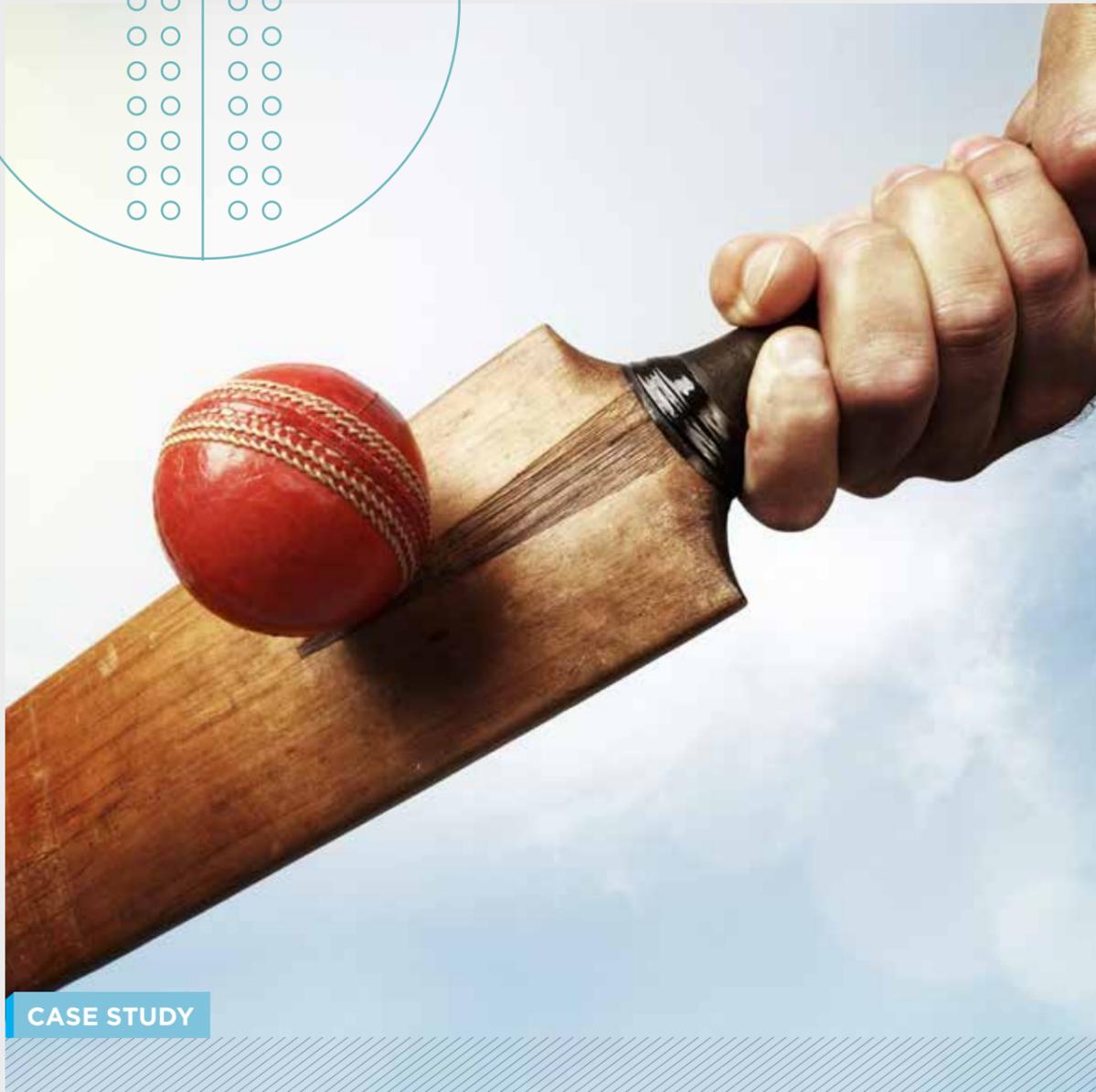
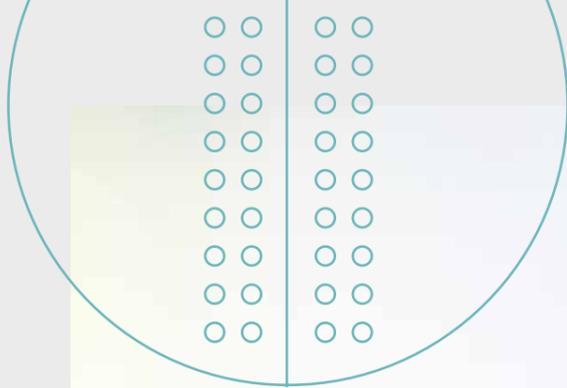
All Ability Netball – Northcote Netball Association

FIDA (AFL) team – Parkside Football Club

Adult Indoor Cricket program – Bundoora Action Indoor Sports

Inclusive social lawn bowls – Kingsbury Bowls Club & Alphington Bowls Club

Achievement 10 Pin Bowling League – Keon Park AMP



**CASE STUDY**

## HOLY TRINITY CRICKET CLUB (HTCC)

The HTCC is proud of their Cricket for All Abilities Program that has been running for the past four seasons.

The program began in 2011 off the back of a strong association with Croxton School in Northcote. HTCC has current and past players who either work at the school or who have family members who are students. With support from Council the program began with four registered participants in 2011 and has grown to fifteen in 2015.

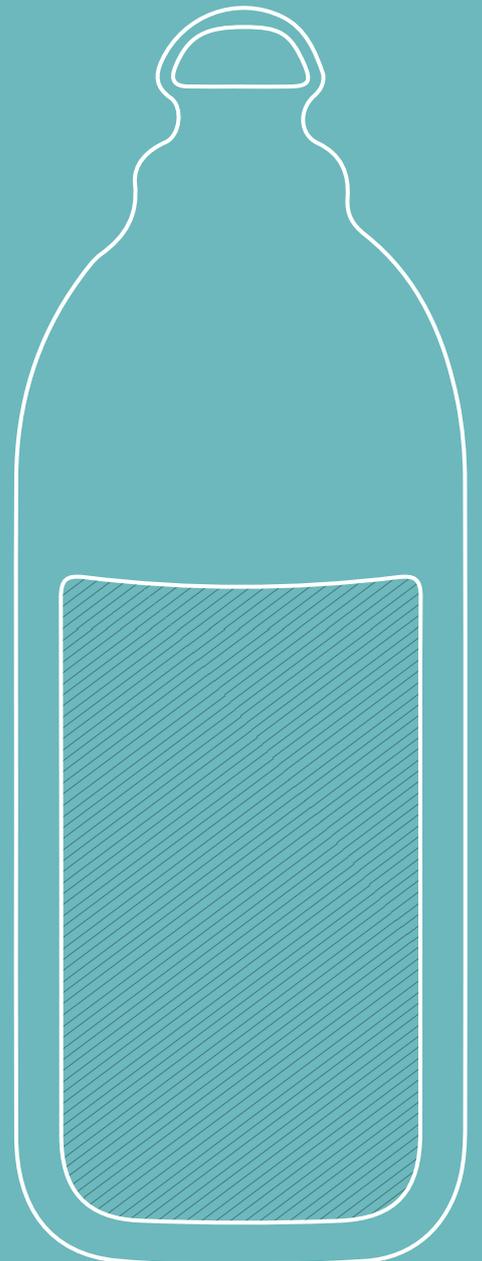
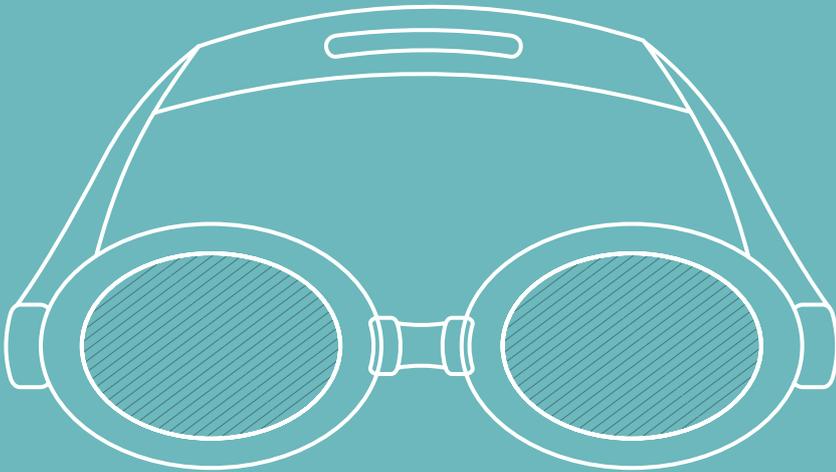
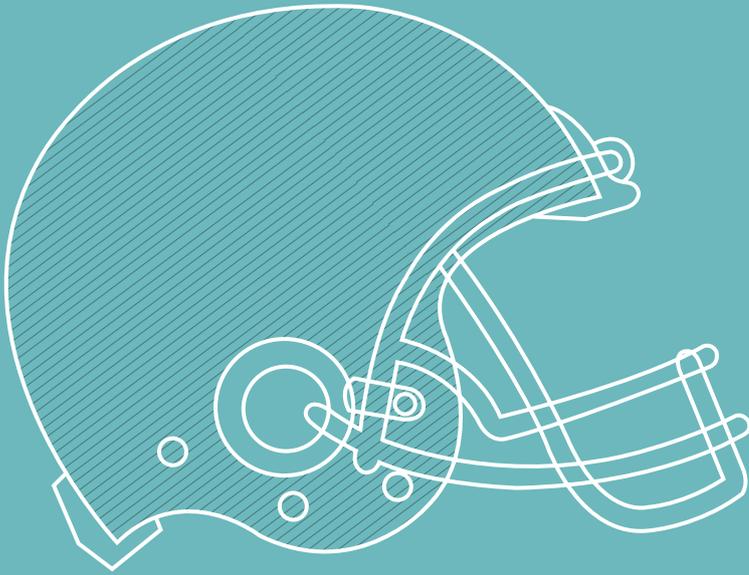
The Cricket for All Abilities program is based on the popular Milo In2Cricket and T20 Blast formats of the game. It provides a fun and inclusive environment where children with disabilities play modified

games and drills that are both enjoyable and teach them the skills of cricket.

The program is heavily supported by HTCC members with players, parents and supporters of all ages volunteering to assist with running each session. Each child is provided with a HTCC shirt or cap and the program continues to run free of charge. Most importantly the program is run on a Saturday morning at the same time as the clubs Milo In2Cricket and Under 11 programs, raising awareness to the next generation of the club of the importance of being inclusive of people of all abilities.



This resource has been developed by the Community Recreation Facilitator at Darebin City Council for the purpose of empowering Darebin based sporting clubs to be inclusive of people with a disability. The material has been developed from extensive knowledge and experience of the disability sport sector, industry standards and resources available on the websites listed above. This material can be reproduced.



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