

# The Sport4All Inclusion Action Plan





# Purpose

We are thrilled to have you as a Sport4All partner. As a community sport organisation you are providing people with disability the opportunity to participate with your club, when, where and how they choose.





By now you would most likely have completed the following steps as part of your participation in the Sport4All program:

## **Step 1:**

Completion of the inclusion check-in survey on our website: [here](#)

## **Step 2:**

Completion of the online learning course: [here](#)

## **Now it's time to complete the third and final step...**

**Note:** If you haven't completed the Inclusion Check In, or the Online Learning modules yet, don't worry you can still build a Sport4All Inclusion Action plan!

We understand that all clubs are at different points on their inclusion journey and you may just be looking for help with an Action Plan right now.

However, when you have the time, we also recommend doing the full program in order to maximise the impact at your club!





**Step 3** of the Sport4All program is the drafting of your Sport4All Inclusion Action Plan (SIAP).

Your SIAP will provide your club with a clear framework of how you will include inclusive actions across your sports program/s.

The SIAP will outline clear actions that your club will deliver annually that support increased participation across all roles at your club for people with disability.







Once you have completed your SIAP, we encourage you to host this on your website and share with your local council who will then officially register you as a Sport4All program partner.

The SIAP is supported by the 4 pillars of inclusion under the Sport4All program. These 4 pillars are underpinned by inclusion values which include:

1. Inclusive Environment
2. Interpersonal Relationships
3. Community Participation
4. Culture



# Inclusive environment pillar

The inclusive environment pillar is underpinned by the inclusion values of:

- **Sport Participation**
- **Environmental Accessibility**
- **Communication**





# Interpersonal Relationships Pillar

The interpersonal relationships pillar is underpinned by the inclusion values of:

- **Personal Communication**
- **Role Involvement**
- **Have a voice**





# Community Participation Pillar

The community participation pillar is underpinned by the inclusion values of:

- **Community Perception**
- **Social Involvement**
- **School Linkages**





# Culture Pillar

The culture pillar is underpinned by the inclusion values of:

- **Empathy**
- **Fairness**
- **Accountability**
- **Curiosity**
- **Trust**
- **Openness**
- **Respect**





**The following is a template (Step 3) that will need to be completed and submitted.**

The actions that you nominate to support the 4 pillars will need to be delivered within the timeframe you nominate. We kindly request that you nominate your action/s for the inclusion values as indicated in the tables below. Once completed please email to:

[info@sport4all.com.au](mailto:info@sport4all.com.au)





We have provided an example of some actions that could support the values under the The Inclusive Environment (Pillar 1) on the following page...





# Pillar 1: Inclusive Environment Pillar

(please assign an action to every value)

Value	Action	Person Responsible	Timeframe for Delivery
Sport Participation	Targeted recruitment of participants with disability into our sports program in partnership with local school.	Manager of afterschool sports programs	December 2023
Environmental Accessibility	Review of our sports programs to ensure there are no barriers to participation for people with physical, sensory or cognitive disability.	Venue manager / Club committee	December 2023



Value	Action	Person Responsible	Timeframe for Delivery
Communication	Promote our partnership of the Sport4All program across all our media channels with messaging welcoming inclusion from people with disability into our sports program.	Administration officer	December 2023





**Now, please provide your responses below:**  
**Pillar 1: Inclusive Environment Pillar**  
 (please assign an action to every value below)

Value	Action	Person Responsible	Timeframe for Delivery
Sport Participation	Increase the amount of members with a disability such as volunteer, participating or committee (Page 11 of report)		
Environmental Accessibility	Advertise your clubs accessibility features on your website, social media or advertising such as ramp entry or step less entry, accessible bathroom, accessible car parks, nearest bus stop, public transport. (page 12 of report)		
Communication	Provide alternative text for people who are blind or have low vision, for example, text to describe photos underneath the photos (page 13 of report) Increasing font size to size 12, using images of people with a disability in marketing or website. (page 14 of report)		



# Pillar 2: Interpersonal Relationships Pillar

(please assign an action to every value below)

Value	Action	Person Responsible	Timeframe for Delivery
Personal Communication	Club leaders, coaches and members to use person first language, such as, 'person with a disability', 'child with a disability', instead of 'disabled person' or 'disabled child' (page 16 of report)		
Role Involvement	Creating a role specifically for a person with a disability to fill, either on game days or training days.		
Have a voice	A person with a disability in a committee role or as a general member, providing a voice on behalf of people with a disability (page 18 of the report)		



# Pillar 3: Community Participation Pillar

(please assign an action to every value below)

Value	Action	Person Responsible	Timeframe for Delivery
Community Perception	On advertising material, showcase that your club has people with disability within your club, welcome people with a disability to come and try days, using images of people with a disability (page 20 of report).		
Social Involvement	Have an event accessibility check-list to ensure all events are accessible and inclusive. Invite people with a disability to request additional adjustments to events if required. Provide a map outlining accessible bathrooms and car parks (page 21 of report)		
School Linkages	Connect with schools in your area to create awareness that your club is welcoming and inclusive for people with a disability.		



# Pillar 4: Culture Pillar

(please assign an action to every value below)

Value	Action	Person Responsible	Timeframe for Delivery
Empathy	Check in with a person with a disability and ask them if there is anything they need to help them participate (page 24 of report).		
Fairness	Flexible programs or program modifications are regular and common practices. (page 25 of report)		
Accountability	Actively encourage a no discrimination policy. Leaders often have Inclusion on their agenda to keep the club on top of inclusion outcomes. (page 26 of report)		
Curiosity	Connecting with a person with a disability and learning new ways of doing things to support their needs (page 27 of report)		
Trust	All new and existing members with disability are involved in an accessibility session to support everyone's needs, for example, tour of facilities, introduction to staff and coaches. (page 28 of report)		
Openness	Increase the amount of members with a disability such as volunteer, Ensure all new members to your club know to speak up if they hear or see discrimination, make it an expectation for everyone in your club (page 29 of report)		
Respect	All club members sign a diversity and inclusion document.		



# Thank you for completing your action plan

We can't wait to officially recognise you as a participating club of the Sport4All program. Please don't forget to email this form to [info@sport4all.com.au](mailto:info@sport4all.com.au) so we can have you officially registered.





If you have any further questions or enquiries  
please send them to:  
[info@sport4all.com.au](mailto:info@sport4all.com.au)

Thank you again for supporting inclusion!  
The Sport4All team







w. [sport4all.com.au](http://sport4all.com.au)  
e. [info@sport4all.com.au](mailto:info@sport4all.com.au)  
Facebook: [@Sport4AllAU](https://www.facebook.com/Sport4AllAU)  
Instagram: [@sport4allau](https://www.instagram.com/sport4allau)