

The Sport4All Inclusion Action Plan



Purpose

We are thrilled to have you as a Sport4All partner. As a community sport organisation, you are providing students with disability the opportunity to participate with your school, 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 schools 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 school!



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

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

The SIAP will outline clear actions that your school will deliver annually that support increased participation across all roles at your school for students 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:

- Group dynamics
- Sport participation
- Environmental Accessibility



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:

- Role model involvement
- Community Perception
- Sporting club 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



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
Group Dynamics	Ensure that all sporting and PE environments are accessible both physically and socially	Teachers and students	December 2023
Sport participation	Targeted recruitment of participants with disability into our sports program in partnership with local school.	Manager of afterschool sports programs	December 2023

Value	Action	Person Responsible	Timeframe for Delivery
<p>Environmental Accessibility</p>	<p>Review of our sports programs to ensure there are no barriers to participation for people with physical, sensory or cognitive disability.</p>	<p>Venue manager / School committee</p>	<p>December 2023</p>



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
Group dynamics	Create sporting and PE environments that are accessible both physically and socially		
Sport participation	Ask students with disability how they would like to participate (Page 14 of report)		
Environmental accessibility	Advertise your schools 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 13 of report)		

Pillar 2: Interpersonal Relationships Pillar

(please assign an action to every value below)

Value	Action	Person Responsible	Timeframe for Delivery
Personal Communication	Teachers, staff and students to use person first language, such as, 'student with a disability', 'child with a disability', instead of 'disabled person' or 'disabled child' (page 18 of report)		
Role Involvement	Creating roles for students with a disability to fill, either on game days or training days. Recruit talent with disability to formal roles, for example teachers, coaches, and volunteers (page 18 of report)		
Have a voice	Ensure that senior students with disability have the opportunity to act in leadership roles and key decision making roles (page 18 of report)		

Pillar 3: Community Participation Pillar

(please assign an action to every value below)

Value	Action	Person Responsible	Timeframe for Delivery
Role model involvement	Ensure that senior students with disability have the opportunity to act in leadership roles and key decision making roles (page 18 of report)		
Community perception	Create a Disability and Inclusion Plan to outline the culture our school wishes to adopt, embracing diversity and providing students with disability a sense of belonging and purpose at school and in school sport (page 23 of report)		
Sporting club linkages	Connect with clubs in your area to create after school pathways for students with disability.		

Pillar 4: Culture Pillar

(please assign an action to every value below)

Value	Action	Person Responsible	Timeframe for Delivery
Empathy	Check in with students with disability and ask them if there is anything they need to help them participate (page 32 of report).		
Fairness	Flexible programs or program modifications are regular and common practices. (page 32 of report)		
Accountability	School leaders are empowered to engage with purposeful conversations about the importance of inclusion in PE, sport, and classes at school (page 32 of report)		
Curiosity	The school will connect with students with disability and take time to listen and understand individuals needs to support their participation in school sport (page 33 of report)		
Trust	All new and existing students are involved in an accessibility session to discuss what inclusion means.(page 33 of report)		
Openness	Actively encourage a no tolerance discrimination policy and align leadership behaviors with leading by example (page 33 of report)		
Respect	Engage and consult with all of the school community to create a culture where feedback is encouraged at all levels (page 33 of report).		

Thank you for completing your action plan

We can't wait to officially recognise you as a participating school of the Sport4All program. Please don't forget to email this form to 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

Thank you again for supporting inclusion!
The Sport4All team





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