

Cardiff City Community Table Tennis Club Inclusion Policy

Cardiff City Community Table Tennis Club (CCCTTC) is committed to ensure that people of all abilities are able to participate equitably within the club. CCCTTC will seek to develop a focus on inclusion and ensure that it provides appropriate advice to members to ensure that people with a disability can participate as fully as possible within all activities in the club. CCCTTC will seek to ensure that it complies with the Equality Act 2010 and encourages its members to do so.

Definition of inclusion within CCCTTC:

‘Providing the best possible circumstances for people with disabilities to have equal opportunities to take part within all services provided by CCCTTC’

1. Key Aims

The key aims of the CCCTTC Inclusion Policy are:

- To guide and support the integration of inclusive practice within the club
- To actively work towards a growing number of disabled players within CCCTTC, promoting the benefits of playing sports with a disability
- To promote the inclusion of people with a disability
- To make sure all facilities are fully accessible for people with a disability
- To make sure all staff have the knowledge and understanding of disability equity and inclusion

2. The Equality Act 2010

2.1 Definition of a Disabled Person

The Equality Act defines a disabled person as someone who has a physical or mental impairment that has a substantial and long term adverse effect on his or her ability to carry out normal day to day activities. For these purposes:

- Substantial means neither minor nor trivial;
- Long term means that the effect of the impairment has lasted or is likely to last for at least 12 months
- Normal day to day activities include everyday things like eating, washing, walking and going shopping.

People who have had an impairment in the past that meets this definition are also covered by the scope of the Act. There are additional provisions relating to people with progressive conditions.

2.2 The Key provisions of the Act

Under the Act it is unlawful:

- To discriminate against a disabled person because of their disability
- For any organisation or service provider to treat disabled people unfavourably because of something arising in consequence of their disability, unless such treatment can be justified (i.e. unless the treatment is a ‘proportionate means of achieving a legitimate aim’)

CCCTTC must make reasonable adjustments for disabled people in relation to both service provision and any physical features of the club premises to overcome physical barriers to access.

In relation to reasonable adjustments, the law requires that CCCTTC makes reasonable adjustments in anticipation that they will have disabled members/participants. CCCTTC should identify what reasonable adjustments should be made to enable disabled people to participate and should then set out a reasonable timescale for the implementation of those adjustments.

Furthermore, to comply with the Act, CCCTTC must consider what reasonable adjustments may be necessary to ensure that the club is accessible for disabled people who may wish to participate as coaches, officials, volunteers and spectators as well as players/participants.

3. Inclusive practice

3.1 Provide a welcoming environment

Establishing a positive and welcoming approach is one of the most effective ways of encouraging disabled people to participate. It requires CCCTTC to think positively about how to include disabled people rather than focusing on potential barriers to participation.

CCCTTC should consider how the club itself and table tennis in general are promoted. Disabled people should be encouraged to contact CCCTTC to discuss their needs and requirements to facilitate inclusion. Disabled people can not be told that they are not eligible to participate without there having been consideration of what reasonable adjustments could be made to enable them to participate.

CCCTTC should develop the knowledge and understanding of key staff, coaches and volunteers, of disability, equity and inclusive practice by providing appropriate guidance and training. Coaches and staff will be updated with information about upcoming courses and need to be equipped with the relevant qualifications. When interested volunteers will be updated about upcoming courses.

3.2 Talk to disabled people

CCCTTC should so far as is reasonably possible consult with relevant groups and with prospective disabled athletes about their needs and requirements. It is important not to make assumptions and to try to speak to disabled athletes about the reasonable adjustments they believe might have to be made to enable them to participate and to discuss how they could be made.

If a risk assessment indicates that an event might be unsafe for players/participants with particular disabilities the organizer should where possible try and discuss these findings with any disabled player/participant wanting to participate.

3.3 Access to facilities

CCCTTC should undertake a review of the accessibility of facilities every year. Facilities should meet requirements of the Act.

3.4 Reasonable Adjustments

CCCTTC has the obligation to demonstrate that every effort has been made to enable disabled players/participants to participate and that inclusion not exclusion has been the priority. If reasonable adjustments are required to make an event accessible then those reasonable adjustments must be made.

Adjustments which require additional expense will still be deemed reasonable where the additional expense is relative to the resources of the organisation.

If CCCTTC consider it is necessary to exclude a disabled player/participant in an event they must ensure that they can justify this decision and any justification should be on the basis of fact, not assumptions, and be supported by evidence such as a valid risk assessment or previous incidents/experience.

If a risk assessment for the event indicates that participation of the disabled player/participant then the person who has compiled the risk assessment must show that they have sufficient knowledge or experience in the area of disability or has consulted with an appropriate disability organisation or has been advised by someone with the necessary knowledge.

Where a risk assessment indicates that the event might be unsafe for disabled players/participants, the staff should generally advice rather than issue an outright directive prohibiting disabled players/participants from participating.

However, CCCTTC holds the right to issue a directive, when risk assessment has proven a situation unsafe for disabled people or if it indicates that the participation of disabled people will make the event unsafe for other participants.

A positive and sensible approach to risk management can and should in most circumstances encourage the inclusion of disabled people in most activities.